

# ***Raising*** *everyone UP* *One level*

2007 Annual Training Report



INDIANA  
**WORKFORCE**  
DEVELOPMENT

# Transmittal Letter

December 1, 2007

To the Members of the Indiana General Assembly:

We are pleased to submit to you the Department of Workforce Development's annual training report, which covers the period from July 1, 2006 through June 30, 2007.

Indiana is continuing its economic comeback. As I write this message in November, our state unemployment rate is the lowest in the Midwest region, and thousands more Hoosiers are employed now than in January of 2005. In addition, the Indiana Economic Development Corporation reports another record year for new economic and industrial development throughout the state, on top of strong successes in 2005 and 2006.

Despite these gains, we know we can and must do better. From a workforce development perspective, we need to do more to ensure that our emerging and existing workers possess the skills necessary for success in the workplace of the 21st century. There remains a great need to provide additional training to thousands of our incumbent workers for them to succeed in today's workforce.

This report contains a summary of the various training programs administered by the Indiana Department of Workforce Development to help us achieve these goals. Needless to say, we welcome your comments and suggestions on our overall training policy for Indiana as well as specific suggestions you may have for any of these funds or programs. I'd like to acknowledge the hard work and dedication of the Department of Workforce Development staff who administer these programs and who work on a daily basis to strengthen our workforce.

We look forward to continue to work with you in these efforts to improve our Indiana workforce and strengthen our economy.

Sincerely,

A handwritten signature in black ink, appearing to read "Teresa Voors".

Teresa Voors, Commissioner

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# Executive Summary

The Indiana Department of Workforce Development is pleased to submit its 2006-2007 Annual Training Report to Governor Mitch Daniels, Jr. and to members of the Indiana General Assembly and the Indiana Unemployment Insurance Board.

The vision of the Department of Workforce Development is to be a global leader in the development and growth of a highly skilled workforce. Its mission is to raise everyone up one level, to provide all Hoosiers with opportunities and support to grow knowledge and skills for sustained employment in the global economy.

Our mission is executed through the administration of diverse training opportunities aimed at increasing the skill levels of Hoosiers, and delivering programs that meet the demands of Indiana's changing economy.

This report is being submitted in response to IC 4-18-7, which requires the department to annually prepare a written report of its training activities during the preceding state fiscal year. The report summarizes the numerous state and federally-funded training programs awarded and implemented through the department from July 1, 2006 to June 30, 2007 (Program Year 2006). These programs provide training to incumbent, dislocated, unemployed, and underemployed Hoosier workers.

Specifically, this report summarizes the progress and successes of the following training programs:

- Career Advancement Accounts
- Major Opportunities
- Strategic Skills Initiative
- Trade Adjustment Assistance
- Training Acceleration Grants
- Workforce Investment Act
- Workforce Literacy

This report also contains one-page analytical summaries of each of the eleven economic growth regions along with individual grant profiles detailing specific information required by the state legislature for each training grant during the program year.

Program	Funds Awarded PY 05	Funds Awarded PY 06	Planned People PY 05	Planned People PY 06
<b>Career Advancement Accounts</b>	NA	\$944,000	NA	285
<b>Major Opportunities<sup>1</sup></b>	NA	\$1,600,000	NA	640
<b>Strategic Skills Initiative<sup>2</sup></b>	NA	\$14,246,659	NA	1,625
<b>Trade Adjustment Assistance<sup>3</sup></b>	\$7,975,093	\$12,978,020	709	795
<b>Training Acceleration Grants<sup>1</sup></b>	\$13,233,064	\$18,839,921	11,543	17,680
<b>Workforce Investment Act (WIA)<sup>4</sup></b>	\$48,274,220	\$50,648,299	12,580	39,001
<b>Workforce Investment Act (WIA) Rapid Response<sup>5</sup></b>	\$9,455,968	\$11,416,531	1,573	1,080
<b>Workforce Literacy<sup>1</sup></b>	NA	\$1,232,290	NA	1,737
<b>TOTAL</b>	<b>\$79,363,345</b>	<b>\$111,905,720</b>	<b>25,081</b>	<b>61,763</b>

<sup>1</sup> Budgeted, not expended

<sup>2</sup> Equipment and infrastructure included

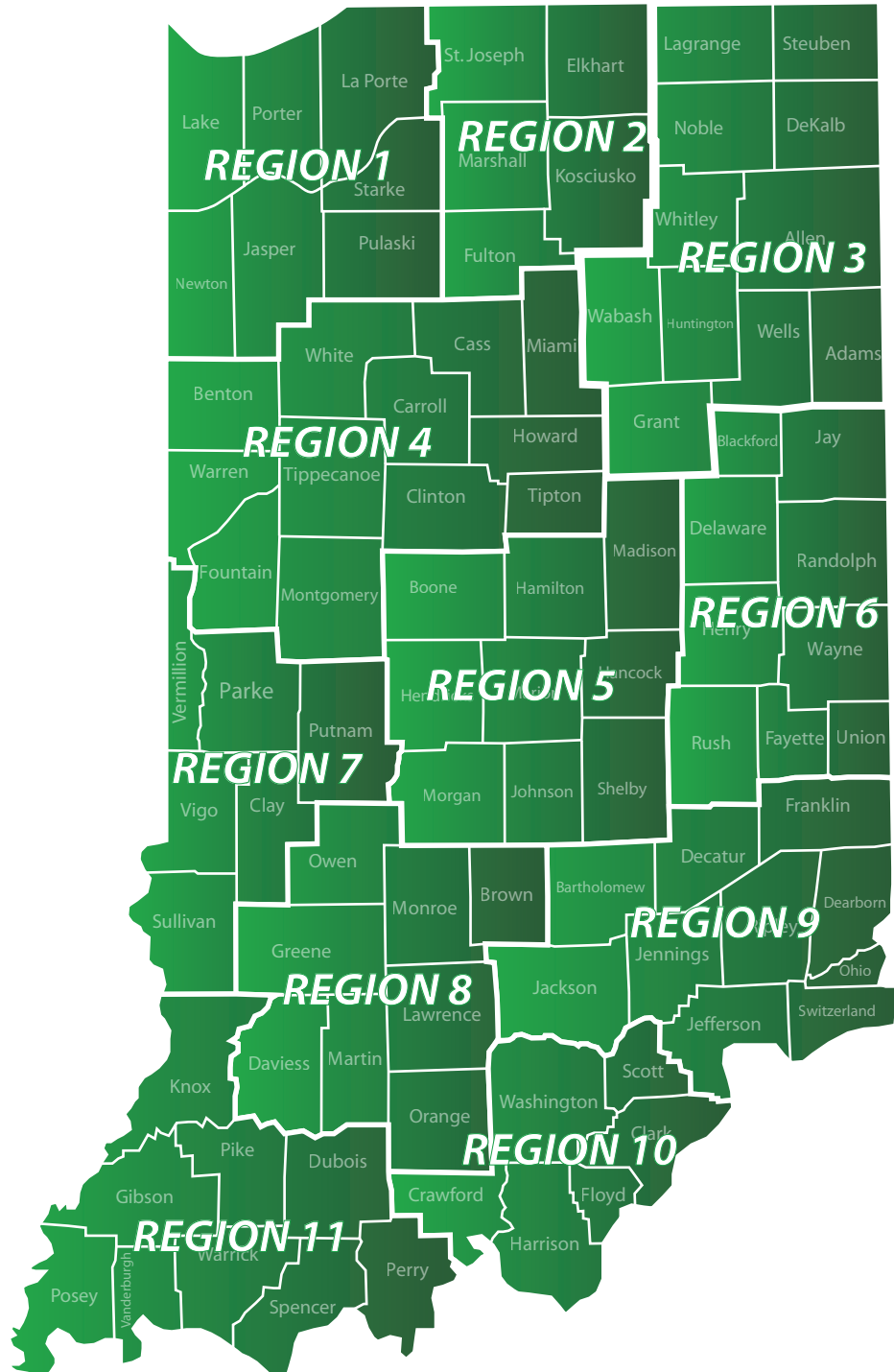
<sup>3</sup> Funds are awarded on October 1.

<sup>4</sup> Funds available for formula allocation, which includes carry-in for administration, Adult, Dislocated Worker and Youth programs. Listed are total participants served.

<sup>5</sup> Funds available including carry-in. Funds used to provide training services for large scale dislocations. The participants served are included in the WIA participants served.



# Indiana's Economic Growth Regions



# Career Advancement Accounts

## Program Overview

In 2006, the Indiana Department of Workforce Development received a federal grant to pilot Career Advancement Accounts (CAA). Career Advancement Accounts are self-managed, personal accounts that enable workers to access and fund a variety of job training and career advancement programs. Career Advancement Accounts were identified in the state's strategic economic development program, Accelerating Growth.

Indiana's Career Advancement Accounts initiative consists of three distinct projects:

1. Career Advancement Accounts for incumbent workers who are laid off from non-Trade Adjustment Assistance certified employers;
2. Career Advancement Accounts offered in conjunction with the Advanced Manufacturing Awareness and Image Campaign; and
3. Regionally-based Career Advancement Account demonstration projects.

The goals of these grants are to:

- Increase the number of employees in high-tech, high-skill employment.
- Decrease the potential of layoffs and plant closures in the state by providing employers with a skilled workforce.
- Provide a pool of participants with high-tech and high-skill levels, thereby increasing their employment potential.

The Department announced grants to four regions in the state on March 29, 2007, which totaled \$944,000. Those funds are being matched by an additional \$710,300 by the regions. The grants have been awarded to:

- Alliance for Strategic Growth, Inc, Muncie/Region 6, covering East Central Indiana. The state grant of \$310,000 will be matched with a \$232,500 region match, and will fund career advancement accounts for 80 residents. This project began July 1, 2007.

- Center of Workforce Innovations, Valparaiso/Region 1, covering Northwest Indiana. The \$70,000 state grant will be matched by \$54,800 by the region, and will fund career advancement accounts for 20 residents of the region.
- Grow Southwest Indiana Workforce Board, Inc., Evansville/Region 11, covering Southwest Indiana. The state grant is \$189,000 with a \$141,750 regional match, and will fund career advancement accounts for 60 residents. This project began July 1, 2007.
- Partners for Workforce Solutions, Fort Wayne/Region 3, covering Northeast Indiana. The \$375,000 state grant is being matched by \$281,250 by the region, and will fund career advancement accounts for 125 residents of the region.

### Education Attainment

Diploma/GED	9
Less than 12 years	
More than 12 years	35
Not collected	
<b>Total</b>	<b>44</b>

### Gender

Male	42
Female	2
<b>Total</b>	<b>44</b>

### Age Distribution of Participants

Age Range	Total
14 - 20	
21 - 25	3
26 - 30	14
31 - 35	11
36 - 40	4
41 - 45	4
46 - 50	3
51 - 55	2
56 - 60	2
61+	1
Not Collected	
<b>Total</b>	<b>44</b>

# Major Opportunities

## Program Overview

The Major Moves initiative continues to create many job opportunities in the construction industry, as work continues on the state's ambitious ten-year infrastructure plan. In addition to jobs created as a result of the Major Moves program, the construction industry continues to boom throughout Indiana as contractors and construction companies seek skilled workers to fill these well-paying jobs.

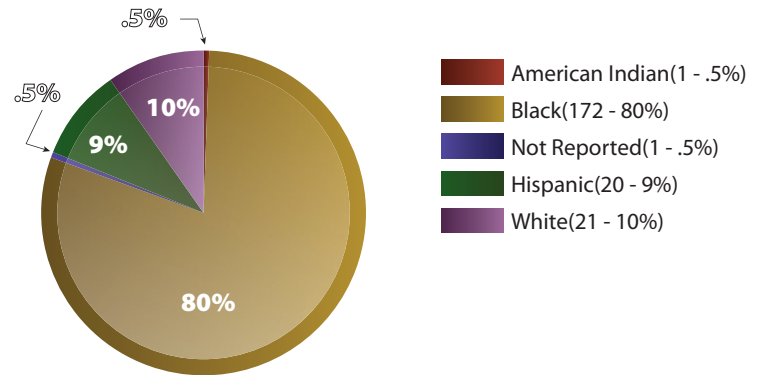
Meanwhile, minorities continue to be under-represented in the building trades. For a number of reasons, many still face obstacles in obtaining jobs in the building and construction industry. Many minority residents are unable to access the multi-year apprenticeship programs that many jobs in these industries require.

In response to these challenges, the Governor worked with the Indiana General Assembly to establish and fund the Major Opportunities Program to help prepare more minorities for careers in the construction trades. Up to \$2 million per year has been set aside for the program for the years 2006-2012. The Department of Workforce Development was charged with administering the pre-apprenticeship program. The goal of the program is to place members of the minority community on a solid career path to upward mobility in high-wage, high-demand positions in the construction industry.

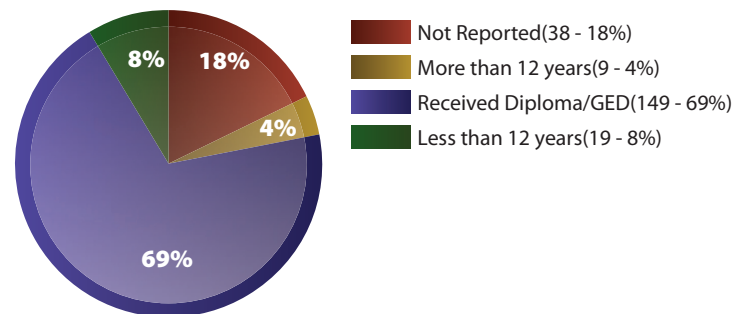
In 2006, the Department of Workforce Development provided grants to four training providers to develop and implement the Major Opportunities program. The program provides pre-apprenticeship training to Indiana residents at no cost to the participant. Currently, the program is offered in five cities in Indiana: Indianapolis, Gary, South Bend, Fort Wayne, and Evansville.

## Analyzing the Statistics

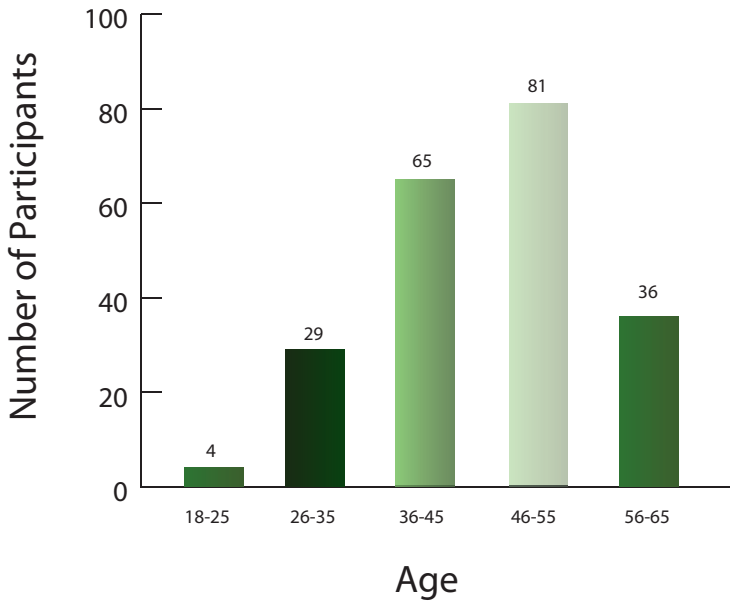
Participation by Ethnicity



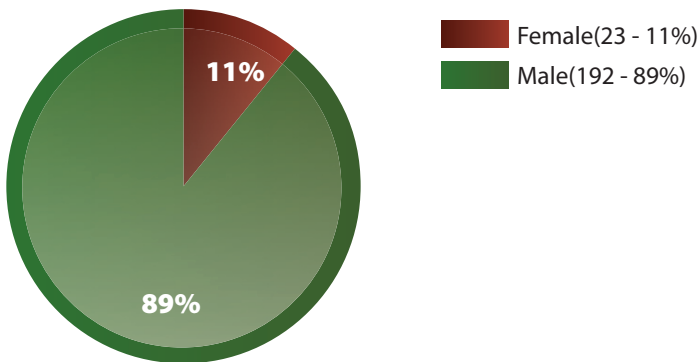
Statewide Participant Education Level



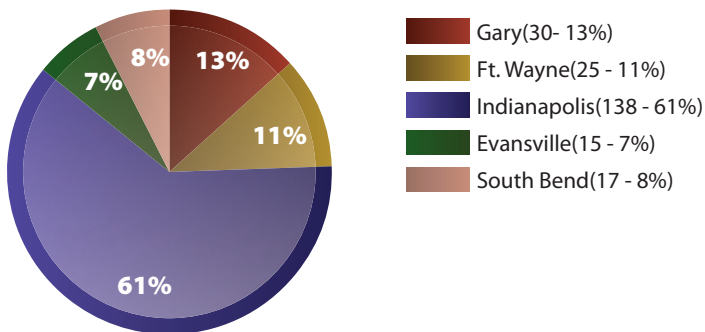
## Statewide Participation by Age



## Statewide Participation by Gender



## Participation by City



## Testimonial **Meet Michael Rudd**

Evansville native Michael Rudd is no stranger to hard work, but until now he's never been able to find a stable job with a good future. "My goal is to have a career, not just a temporary job, somewhere with good benefits," Michael says. "I want to see my wife and three children happy; I want to give them the things they need."

Currently employed with the Indiana Department of Transportation (INDOT), Rudd plays an essential role in keeping the highways safe for Hoosier motorists. He is still getting a feel for the new job and the security that comes with it. "I didn't really have many full time jobs, and that's

***"I didn't really have many full time jobs, and that's what motivated me to complete Major Opportunities," Michael admits. "I didn't want a job that I was going to be in for just a couple of months. I wanted to be in a career that would take me places."***

what motivated me to complete Major Opportunities," Michael admits. "I didn't want a job that I was going to be in for just a couple of months. I wanted to be in a career that would take me places."

Michael found out about Major Opportunities through the Evansville WorkOne office. The program focuses heavily on academic aptitude and the skills needed to succeed in the construction field. Even though Michael was worried about returning to school, he met the challenge head-on and quickly realized that he had made the best career decision of his life.

Now empowered with skills that will last a lifetime, Michael is encouraging those in a similar position to consider Major Opportunities as a career option. "Give it a chance; you won't be sorry you took it," he says.



# Strategic Skills Initiative

## Program Overview

The Strategic Skills Initiative continued during program year 2006 with the implementation of 46 specific initiatives aimed at eliminating skills and occupational shortages throughout Indiana's 11 economic growth regions. Overseeing the strategic initiatives are the regional workforce boards, which estimate that 6,300 workers will receive training under the program. Of these, 3,650 will earn either a nationally recognized credential or degree, and 2,350 will ultimately be placed in shortage occupations.

The key sectors targeted under the program include advanced manufacturing, biotechnology, health care, logistics, agribusiness, and entrepreneurship. Most of the first year activity focused on building capacity and starting the various training programs. Examples of the capacity building activities underway include new welding, logistics, and manufacturing programs as well as the hiring of additional nursing faculty members and the purchase of mannequins for clinical training. While much of the activity in the first year has centered on program development, there are some significant outcomes:

- More than 2,300 Hoosiers have participated in SSI initiatives.
- Nearly 1,140 individuals have received scholarships or enrolled in specific training programs.
- A total of 560 of these individuals have completed these training programs.
- Industry-recognized certifications have been awarded to 494 participants.
- Placement or promotion into shortage occupations – the basic goal of the program – already totals 40.

"I'm doing this mostly for myself, but also for my wife and kids. I want to have a better future for all of us and by doing this I will be able to make a decent living," said Jered Evans, Industrial Maintenance Student.

Year two of the Strategic Skills Initiative will have more enrollments, completions, certifications, and job placements or promotions. These training grants will ensure that Hoosiers have access to high skill, high wage jobs for the future.

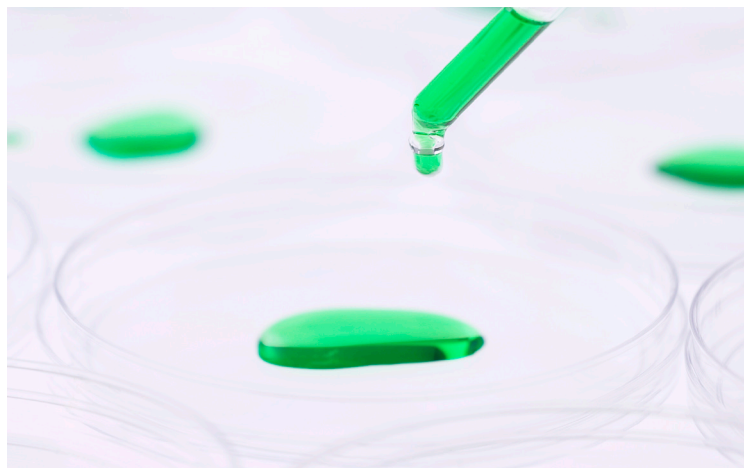
## Regional Perspective

### Region 1:

The SSI solutions in Economic Growth Region 1 address occupational shortages in nursing, welding, logistics, and manufacturing. In the nursing field, activities center on expansion of nursing degree programs at Purdue University Calumet and Purdue University North Central. Under the initiative, the two institutions have hired additional faculty and increased enrollment by 40 students in the first year. Another new initiative has enrolled 40 students in a program focused on supervisor training for manufacturers and logistics workers. The region has also established manufacturing camps to expose youth to the opportunities in manufacturing. A total of 46 students participated in three of these camps. During the first year, 26 students received American Welding Society Certifications and seven were placed into jobs.

### Region 2:

The SSI solutions in Economic Growth Region 2 are aimed at alleviating skills and occupational shortages in the health care and advanced manufacturing sectors. In health care, new programs include a master's degree of nursing at Indiana University South Bend and a respiratory therapy program at Ivy Tech Community College. The grant also funded the acquisition and use of training mannequins at several local hospitals and colleges throughout the region. In the advanced manufacturing area, a new Orthopedic Advanced Manufacturing Center has been established. In addition, program capacity in welding and manufacturing leading to AWS and MSSC certifications has been expanded. In the first year more than 80 individuals participated in the training programs.



### **Region 3:**

The SSI solutions in Economic Growth Region 3 have been centered in the areas of health care, advanced manufacturing, logistics, and information technology. A new LPN-to-RN program has resulted in 28 enrollments. In addition, the region has established new clinical opportunities and an online clinical orientation as it moves to address projected health care shortages. Another SSI solution resulted in 60 students enrolled in the Business Enterprise and Systems Technology Institute with Indiana University-Purdue University Fort Wayne. The region also created the Center for Excellence in Advanced Manufacturing with 25 individuals receiving certifications and six individuals placed into apprenticeship programs under this initiative. Finally, to attract students into manufacturing careers, an Advanced Manufacturing Boot Camp was held for high school teachers, guidance counselors, and students.

### **Region 4:**

The principal SSI activity in Economic Growth Region 4 is the Manufacturing Skills Standards Council (MSSC) Certification Program. Caterpillar, Inc. in Lafayette served as the pilot site for the program with 50 incumbent workers receiving training conducted by Ivy Tech Community College. In the first year, 98% of the trainees have been certified in the first two (of four) core competency areas. During year two, the students will continue through the remaining two core competency areas and additional students will start the program.

### **Region 5:**

The SSI solutions in Economic Growth Region 5 are aimed at alleviating shortages in health care and manufacturing. During the first year, 70 students in the fields of radiological technology, respiratory therapy, surgical technology, and polysomnography received scholarships. Another activity has resulted in 17 scholarships to individuals pursuing technical certificates in welding or machine trades as well as supporting industry-specific training courses.

### **Region 6:**

The SSI activities in Economic Growth Region 6 are focused on entrepreneurship. The region is supporting activities that will create new jobs in the emerging fields of agribusiness and entrepreneurship. An Agri-Business conference attended by 150 individuals focused on the

practices of 21st Century Agriculture, technology, and the future of agribusiness in Indiana. The Ground Floor™ program at Ball State University is aimed at training students to create new ventures and transfer intellectual capital to the market place. The BOSS (Business Opportunities for Self Starters) High School Business Plan enrolled more than 100 students, who completed business plans and participated in local competitions.

### **Region 7:**

The SSI activities in Economic Growth Region 7 are primarily focused on shortages in the manufacturing industry. Included among the initiatives was an effort to train individuals to become industrial maintenance technicians. In the first year, seven individuals participated in the program and more are expected for the second year. The region also established a youth manufacturing program to expose youth to careers in manufacturing. In the first year, 36 students took the manufacturing plant tours and heard speakers from companies throughout the region. The region also has a program aimed at developing the soft skills of individuals in a variety of industries. The program includes training in communication, team building, stress management, conflict resolution, ethics and values, leadership, and return on investment. Fifty-six students completed the class in the first year and enrollment is expected to increase in the second year.

### **Region 8:**

The primary SSI solutions in Economic Growth Region 8 focus on manufacturing and healthcare through the development of valuable partnerships. In the manufacturing program, activities are aimed at developing individuals for the life sciences manufacturing industry. First year activities included the training of 84 individuals in entry-level life sciences training, 58 students in the Biomanufacturing and Medical Device Manufacturing Technician Certificate, and 25 students in the Managing in the Life Sciences certificate program. In addition, 300 people attended job fairs with life sciences employers. In the health care sector, the region and its partners have purchased simulation equipment and developed a simulation center that many institutions are using to train current and future health care workers.

### **Region 9:**

Economic Growth Region 9 has three distinct SSI

initiatives related to nursing, embedded systems, and first line supervisors. In the nursing area, the SSI grant funded the hiring of three nursing faculty to expand capacity and enrollments in local nursing programs. The region also provided scholarships for individuals pursuing advanced nursing degrees. New training efforts are also underway for workers in engineering, computerized controls, and software through the embedded systems solution. In the first year, 57 individuals participated in and completed certification programs. In addition, the Supervisory Leadership Academy trained 92 frontline supervisors and managers with leadership skills and strategies.

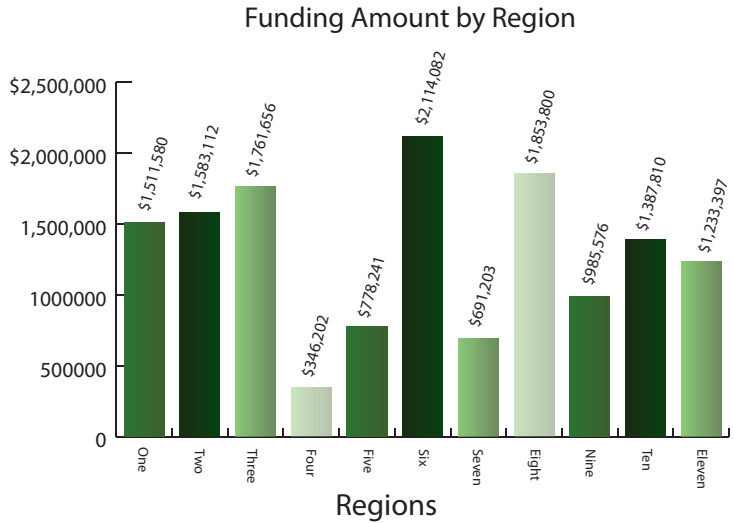
**Region 10:**

The SSI solutions in Economic Growth Region 10 revolve around health care and manufacturing shortages. In the health area, first year activities include scholarships for critical health care occupations, training entry-level health care workers so they can advance in the sector, and mentoring for new nurses. The manufacturing programs support tuition assistance for individuals pursuing education related to critical occupations or pursuing the Manufacturing Skill Standards Council certification.

**Region 11:**

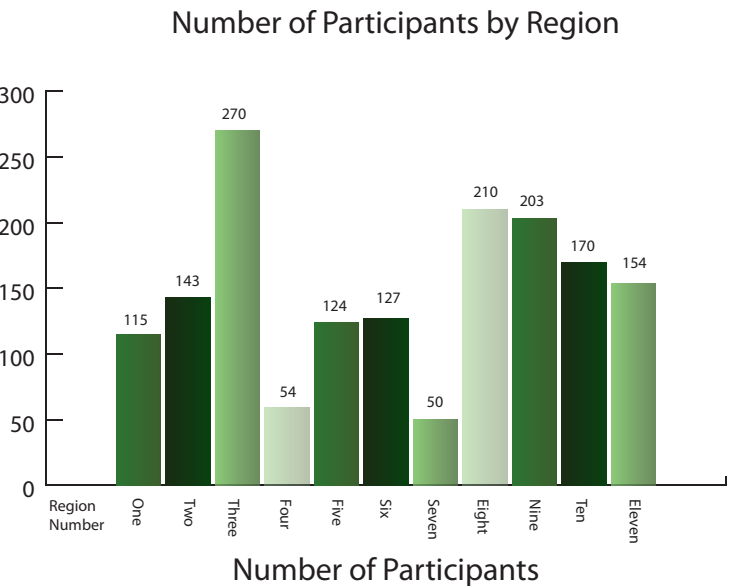
Most of the SSI activity in Economic Growth Region 11 is centered on health care. To expand program capacity, the region has hired new faculty and acquired clinical simulators at three higher education institutions. The new faculty members have resulted in increased enrollments of nursing students by more than 60 students. The simulators are also providing students with enhanced learning opportunities. The other program activities in the region are aimed at alleviating shortages in industrial maintenance and help individuals obtain the Manufacturing Skill Standards Council certification.

**Analyzing the Statistics**



**SSI Trainee Education Level**

Level of Education	Number Of Participants
Less than a High School Education	129
High School Educated/GED	371
More than a High School Education	343
Not Reported	782



**SSI Trainee Gender Data**

Gender	Number Of Participants
Male	573
Female	504
Not Reported	548

# Trade Adjustment Assistance

## Program Overview

During Program Year 2006, the TAA program enrolled 4,095 eligible Hoosiers. Of that number, 795 received intensive training services under the program. The remainder were provided other services which facilitated rapid reattachment to the workforce. These services include job search allowances and relocation allowances.

The Trade Adjustment Assistance (TAA) program is a federal program established under the Trade Act of 1974, and provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports or shifts in production to foreign countries.

The TAA program provides an array of reemployment and retraining services. Workers who believe they have been adversely affected by foreign trade, or others acting for those workers, may petition the U. S. Department of Labor (DOL) for a determination of eligibility. Workers certified as eligible to apply for TAA may receive:

- Reemployment services;
- Training in new occupational skills;
- A job search allowance when suitable employment is not available in the workers' normal commuting area;
- A relocation allowance when the worker obtains permanent employment outside the commuting area; and
- Trade Readjustment Allowances (TRA) while the worker is in training.

The TAA program is administered at the national level by the Employment and Training Administration of the U.S. Department of Labor, and in Indiana by the Department of Workforce Development.

## Analyzing the Statistics

### Grant Summary Data

Number of Participants Enrolled	4095
Total Funding Allocated to Program	12,978,020
Total Funding Expended	7,697,754

### TAA GENDER

Male	2347
Female	1748
<b>Total</b>	<b>4095</b>

Trade Adjustment Assistance :: 12

### TAA Education at Participation

Diploma/GED	2556
Less than 12 years	358
More than 12 years	809
Not collected	372
<b>Total</b>	<b>4095</b>

### Race/Ethnicity

Hispanic/Latino	52
American Indian or Alaskan	13
Asian	16
Black	141
Hawaiian or Pacific Islander	2
White	2336
Not Collected	1535

Note: Participants are not required to report.

**Total** 4095

### TAA Age Distribution

Age Range	Total
14 - 20	18
21 - 25	152
26 - 30	243
31 - 35	420
36 - 40	522
41 - 45	643
46 - 50	701
51 - 55	711
56 - 60	464
61+	209
Not Collected	12

**Total** 4095

TAA Employment Retention Rate \* - 89.1

TAA Entered Employment Rate \* - 74.6

TAA Average Earnings \* - \$16,696

\*Explanation of Performance Measures located in glossary in appendix F <http://www.in.gov/dwd/annualreport>.



# Training Acceleration Grant

## Program Overview

In 2005, the Indiana General Assembly enacted legislation that replaced the Incumbent Worker Training program with the Training Acceleration Grant program.

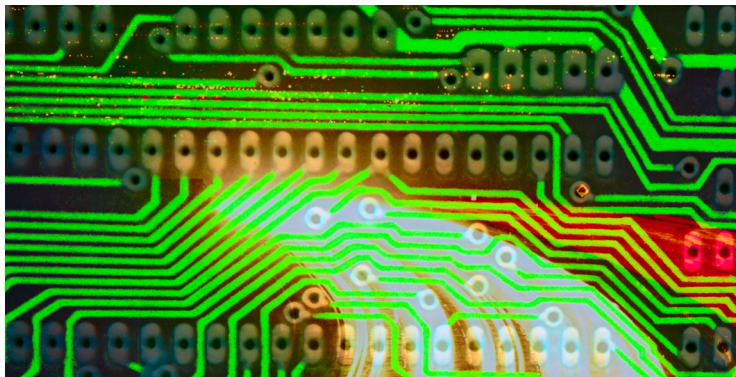
Administered jointly by the Indiana Department of Workforce Development and the Indiana Economic Development Corporation, the Training Acceleration Grant, or TAG program, is the state's principal incumbent worker training effort.

TAG provides financial assistance to companies and organizations committed to expanding the skills of their existing workforce through training which results in a transferable and industry-recognized credential. It allows businesses to apply for up to \$200,000 to train their incumbent workforce.

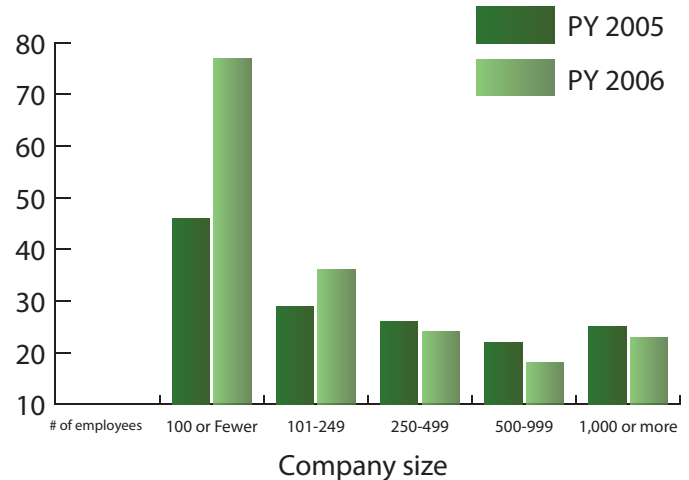
The program strategically focuses on businesses with 100 or fewer employees, places a priority on high-wage high-demand occupations, and attempts to maximize the economic return on state training dollars. Administratively, the program features a simple, online application process and quick turn around times.

## Grant Summary Data

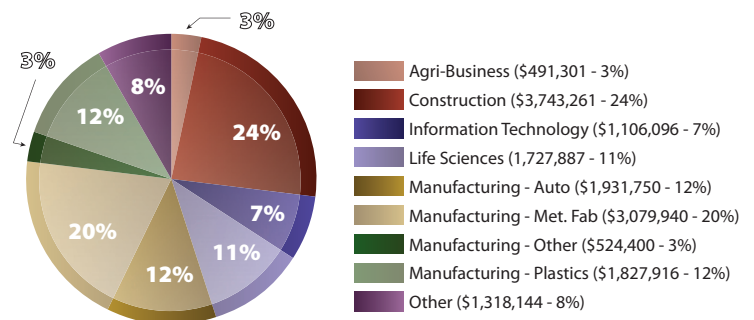
Program Year	Projects	Awards
2002-2003	58	\$4,374,625
2003-2004	123	\$12,410,773
2004-2005	137	\$13,806,808
2005-2006	154	\$13,868,091
2006-2007	178	\$18,839,921



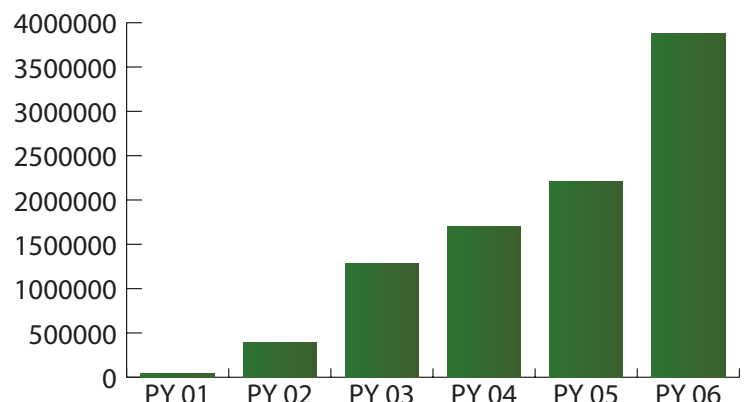
Number of TAG Grants Awarded by Company Size  
(Measured by Number of Employees)



Tag Grants Awarded by Industry (Dollar Amount)



Awards to Small Businesses  
100 or Fewer Employees



## Testimonial

Meet William Voll Jr.

Sibley Machine & Foundry is a contract machine shop, established in 1874 and currently the oldest manufacturing company in South Bend, Indiana. According to William Voll, Jr., the firm's President, "although Sibley is a small company, we compete in the global marketplace. At 133 years young, we utilize state-of-the-art equipment including three, four and five axis CNC machining centers, 3D CAD modeling, and CAM software to generate machine code."

Voll notes that a key to competing globally is "how quick we can deliver and reduce our lead times to the customer. While our state-of-the-art equipment is critical, we can't compete on equipment alone. Our employees must also be properly trained and skilled to operate this equipment."



He says that the Training Acceleration Grant (TAG) has allowed the company to use Purdue's Technical Assistance Program (TAP) to train and certify all of their personnel in the proper use of lean manufacturing techniques. As a result, the company has dramatically reduced its lead time, which provides a substantial benefit to our customers.

"Not only have our customers realized a benefit, but our employees now have the opportunity to maximize their earnings. Our wage structure is based on an individual's skill set, plus a shipping incentive. With the training our employees have received on lean techniques, the shipping incentive is currently set at seventy-five cents per hour. Thus by simply working "smarter," we have improved our operations while providing incentives and greater pay to our workers. Wages will continue to follow our success," Voll adds.

Voll concludes: "Without the Department of Workforce Development's Training Acceleration Grant program, we would not have been able to offer this type of training to our employees."

**Training Acceleration Grant :: 14**

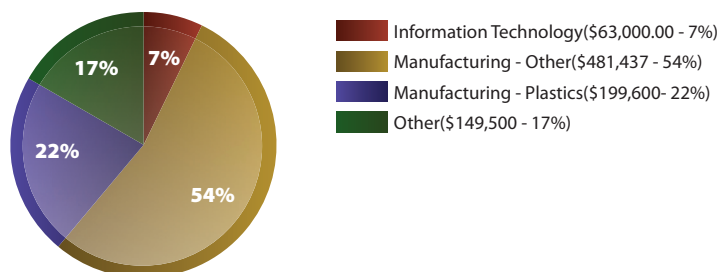
## Regional Perspective

### Region 1:

In 2006, there were 319,191 jobs within the region, which increased by approximately 1,900 during the year. The fastest growing industries in the region were manufacturing, health care and social assistance, and retail trade. The average annual wage in 2006 was \$36,261, 1.8 percent less than the statewide annual average of \$36,895.

For program year 2006, there were ten Training Acceleration Grants (TAG) awarded to the region for a cumulative total of \$893,537; this is an increase of \$461,552 from 2005. The majority of the funds were utilized to train incumbent workers in the manufacturing industries.

TAG Awards by Industry



### TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	50.0%	25.0%
101 - 249	30.0%	25.0%
250 - 499	10.0%	25.0%
500 - 999	0.0%	0.0%
1000 or more	10.0%	25.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

## Region 1 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Lake	3	3	\$150,628	\$410,545	50	94
Laporte	4	0	\$428,135	\$0	142	0
Porter	3	0	\$314,774	\$0	103	0
Starke	0	1	\$0	\$21,440	0	8
<b>Totals</b>	<b>10</b>	<b>4</b>	<b>\$893,537</b>	<b>\$431,985</b>	<b>295</b>	<b>102</b>

## Region 2:

There were 311,747 jobs within the region recorded in 2006. The largest industry in the area was manufacturing with a total of 106,521 workers, or about 34 percent of the total regional employment.

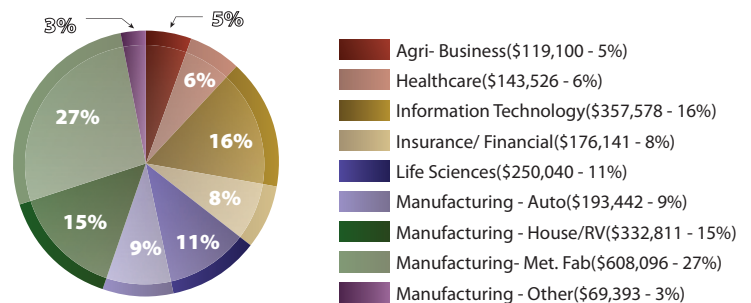
The manufacturing industry is diverse in this region, including companies that manufacture food products, electronic equipment, recreational vehicles and plastics. Slightly more than half of the TAG funds awarded throughout the region were awarded to companies within the manufacturing sector.

In program year 2005, region 2 continued its outreach to underserved communities, particularly Fulton County, and to small companies employing 100 or less workers. In 2006, the region increased its grant award amounts from \$747,838 to \$2,250,126, an increase of 33 percent. The small business participation rate in the TAG program also increased, up 6.7 percent.

## TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	50.0%	25.0%
101 - 249	30.0%	25.0%
250 - 499	10.0%	25.0%
500 - 999	0.0%	0.0%
1000 or more	10.0%	25.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

## TAG Awards by Industry



## Region 2 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Elkhart	10	3	\$681,005	\$57,084	4615	23
Fulton	1	0	\$115,087	\$0	352	0
Kosciusko	4	3	\$308,180	\$49,771	117	34
Marshall	1	1	\$199,800	\$105,500	75	60
St. Joseph	13	9	\$946,054	\$535,483	334	247
<b>Totals</b>	<b>29</b>	<b>16</b>	<b>\$2,250,126</b>	<b>\$747,838</b>	<b>5493</b>	<b>364</b>

### Region 3:

During 2006, 341,788 jobs were recorded in the region. Although the number of manufacturing jobs decreased by 1,492 over 2005, manufacturing remains strong and is still the largest employing industry in the region with 26 percent of the total industry employment.

In 2006, TAG awards amounts increased by \$200,281 over the previous year; and the number of TAG grants awarded to small businesses increased by approximately 34 percent. The geographical distribution of funds is spread throughout the region.

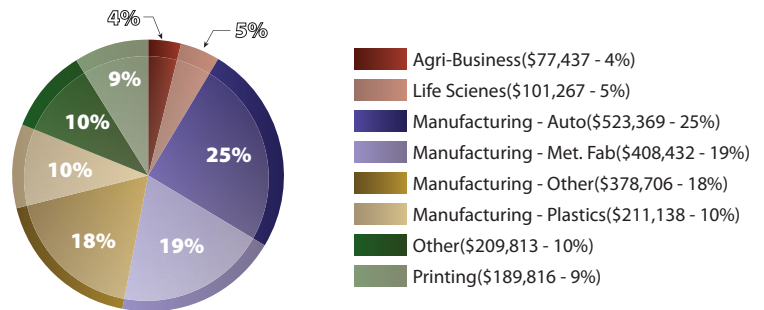
The challenges for next year include:

- An aggressive outreach to underserved communities particularly Wabash and Adams counties
- Continued efforts to reach all industrial sectors

### TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	43.8%	10.0%
101 - 249	37.5%	40.0%
250 - 499	12.5%	30.0%
500 - 999	0.0%	5.0%
1000 or more	6.3%	15.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

### TAG Awards by Industry



### Region 3 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Allen	13	8	\$1,075,582	\$722,518	574	793
DeKalb	6	2	\$431,496	\$141,606	201	125
Grant	2	5	\$158,759	\$553,222	83	806
Huntington	0	2	\$0	\$153,692	0	0
Lagrange	1	0	\$19,725	\$0	47	0
Noble	3	1	\$190,284	\$31,701	101	16
Steuben	4	2	\$178,084	\$257,246	71	240
Wells	2	0	\$77,437	\$0	102	0
Whitley	1	2	\$3,527	\$74,628	6	71
<b>Totals</b>	<b>32</b>	<b>22</b>	<b>\$2,134,894</b>	<b>\$1,934,613</b>	<b>1185</b>	<b>2051</b>

### Region 4:

The manufacturing sector represents 27.7 percent of the region's total employment, followed by education and health services at 23.5 percent. Workers in the region earn the state's third highest average wages at \$36,177. Wages have increased 4.4 percent since 2004 when the average regional wage was \$34,649.

In 2006, TAG awards amounts decreased by \$13,477 over the previous year; the number of grants awarded to small

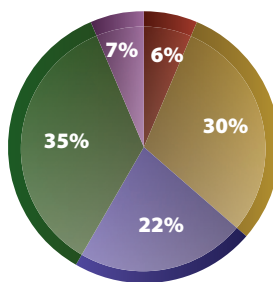
businesses with 100 or less employees increased by 1.6 percent of the total in comparison to 2005. However the amount of funds awarded to employers with 1000 or more employees increased by 1.1 percent. This represents a challenge for next year since approximately 97 percent of the regional employment is with companies that employ 100 or less employees.



### TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	23.0%	21.4%
101 - 249	30.8%	28.6%
250 - 499	7.8%	7.1%
500 - 999	23.1%	28.6%
1000 or more	15.4%	14.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

### TAG Awards by Industry



Healthcare(\$78,288 - 6%)
Manufacturing - Auto(\$376,008 - 30%)
Manufacturing - Met. Fab(\$273,931 - 22%)
Manufacturing - Other(\$440,100 - 35%)
Printing(\$83,000 - 7%)

### Region 4 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Cass	3	2	\$219,330	\$139,988	107	77
Howard	4	5	\$588,649	\$699,716	517	334
Miami	1	1	\$83,000	\$241,035	27	160
Mongomery	2	0	\$240,500	\$0	152	0
Tippecanoe	2	6	\$44,848	\$184,066	15	240
Tipton	1	0	\$75,000	\$0	57	0
<b>Totals</b>	<b>13</b>	<b>14</b>	<b>\$1,251,327</b>	<b>\$1,264,804</b>	<b>875</b>	<b>811</b>

### Region 5:

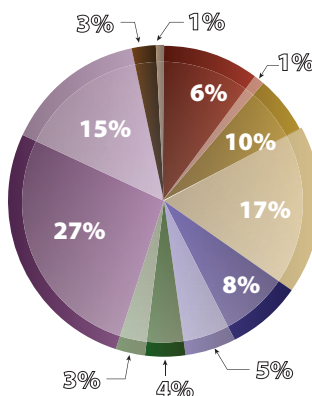
This area continues to lead the state in job growth with approximately 9,573 jobs added to the region since 2005. The health care and social assistance sector surpassed manufacturing as the dominant industry in the region, with employment of 105,606 for 2006. This represents 12 percent of the region's total employment of 876,962.

The region was awarded \$3,752,369 in TAG funds during program year 2006. Strategic efforts to target small businesses have resulted in 53.8 percent of the training funds awarded to employers with 100 or less employees.

### TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	53.8%	50.0%
101 - 249	15.4%	15.0%
250 - 499	17.3%	2.5%
500 - 999	5.8%	2.5%
1000 or more	7.7%	30.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

### TAG Awards by Industry



Agri Business(\$221,644 - 6%)
Construction(\$43,261 - 1%)
Healthcare(\$378,014 - 10%)
Information Technology(\$650,602 - 17%)
Insurance/Financial(\$29,1000 - 8%)
Life Sciences(\$197,900 - 5%)
Logistics(\$156,536 - 4%)
Manufacturing - Electrical(\$117,300 - 3%)
Manufacturing - Met. Fab(\$1,011,121 - 27%)
Manufacturing - Other(\$550,123 - 15%)
Manufacturing - Plastics(\$95,413 - 3%)
Other(\$39,455 - 1%)



### Region 5 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Hamilton	13	10	\$1,169,151	\$270,890	848	147
Hancock	1	2	\$15,091	\$399,879	9	146
Johnson	5	4	\$209,208	\$298,646	108	256
Madison	2	6	\$221,644	\$644,265	97	304
Marion	29	16	\$2,129,193	\$2,171,484	1208	1958
Morgan	1	0	\$3,000	\$0	2	0
Shelby	1	3	\$5,082	\$125,605	3	45
<b>Totals</b>	<b>52</b>	<b>41</b>	<b>\$3,752,369</b>	<b>\$3,910,768</b>	<b>2275</b>	<b>2856</b>

### Region 6:

For the year 2006, there were 129,534 jobs in the region. Since 2005, the region has added 1,746 jobs, which translates to an increase of 1.4 percent.

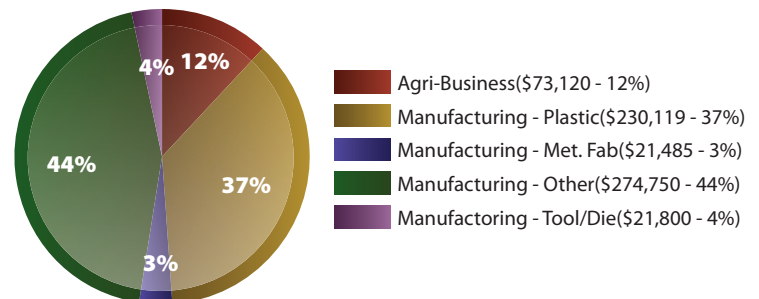
The largest industry in the region is manufacturing with 20 percent of the total employment. Manufacturing has now surpassed the education and health services sectors as the leading employment sector in the region, which has dropped from 26.6 percent of total employment in 2004 to 15.8 percent in 2006.

In program year 2005, region 6 sought to better align its TAG initiatives with the region's Strategic Skills Initiative which focused on the agri-business and agri-science industries. As a result, 12 percent of the total regional TAG training funds went to businesses within this sector. This represents a 100 percent increase in comparison to 2004.

### TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	42.9%	62.5%
101 - 249	28.6%	12.5%
250 - 499	14.3%	12.5%
500 - 999	14.3%	0.0%
1000 or more	0.0%	12.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

### TAG Awards by Industry



### Region 6 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Delaware	1	5	\$94,430	\$42,279	25	341
Fayette	0	1	\$0	\$22,220	0	13
Henry	0	2	\$0	\$21,912	0	20
Jay	2	0	\$180,520	\$0	433	0
Rush	1	0	\$21,485	\$0	3	0
Wayne	3	1	\$324,839	\$24,484	137	11
<b>Totals</b>	<b>7</b>	<b>9</b>	<b>\$621,274</b>	<b>\$110,895</b>	<b>598</b>	<b>385</b>

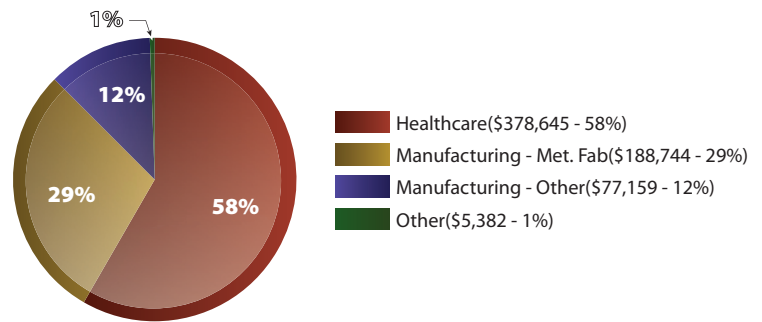
## Region 7:

The region recorded 84,988 jobs in 2006, an increase of 1 percent, or 248 jobs over 2005. The average annual wages for 2006 was \$30,488.

Fifty-eight percent of the training funds were awarded to the healthcare sector, which is the second largest employment industry within the region. The largest employing industry in the area was manufacturing with approximately 18 percent of the total industry employment.

In 2006, TAG grants increased by \$127,541 over 2005. The number of grants awarded to small businesses with 100 or less employees remained at 42.9 percent, while funding awarded to employers with 1000 or more employees increased by 28.6 percent. The region will continue to reach out to underserved communities.

TAG Awards by Industry



TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	42.9%	42.9%
101 - 249	0.0%	14.3%
250 - 499	0.0%	0.0%
500 - 999	14.3%	28.6%
1000 or more	42.9%	14.3%
<b>Total</b>	<b>100.0%</b>	<b>100%</b>

Region 7 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Clay	0	1	\$0	\$156,061	0	75
Putnam	2	1	\$73,443	\$110,868	50	45
Vigo	5	5	\$576,487	\$255,460	135	91
<b>Totals</b>	<b>7</b>	<b>7</b>	<b>\$649,930</b>	<b>\$522,389</b>	<b>185</b>	<b>211</b>

## Region 8:

Total employment in region 8 for 2006 was 115,710, up 2,228 or 2 percent from 2004. With the presence of Indiana University, education is the largest employing sector in the region.

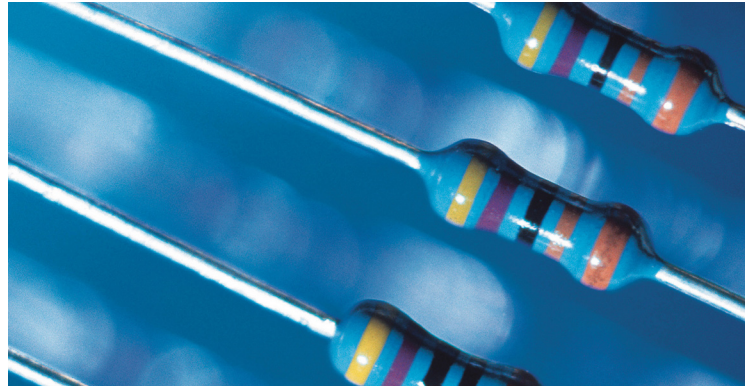
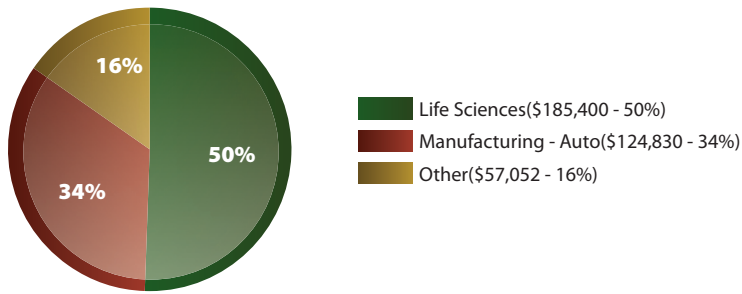
The region was awarded a total of \$367,282 in TAG funds for program year 2006. This represents a decrease of \$1,183,542 or 76.3 percent compared to program year 2005. Strategic efforts to target small businesses have resulted in 33.3 percent of the training funds awarded to employers with 100 or less employees. The challenges for next year include:

- An aggressive outreach to underserved communities
- Continued efforts to reach all industrial sectors

TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	46.2%	27.3%
101 - 249	7.7%	9.1%
250 - 499	23.1%	36.4%
500 - 999	0.0%	18.2%
1000 or more	23.1%	9.1%
<b>Total</b>	<b>100.0%</b>	<b>100%</b>

## TAG Awards by Industry



## Region 8 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Daviess	0	1	\$0	\$194,540	0	76
Greene	1	0	\$124,830	\$0	30	0
Lawrence	0	1	\$0	\$105,113	0	69
Monroe	2	3	\$242,452	\$921,963	144	521
Orange	0	2	\$0	\$329,208	0	66
<b>Totals</b>	<b>3</b>	<b>7</b>	<b>\$367,282</b>	<b>\$1,550,824</b>	<b>174</b>	<b>732</b>

## Region 9:

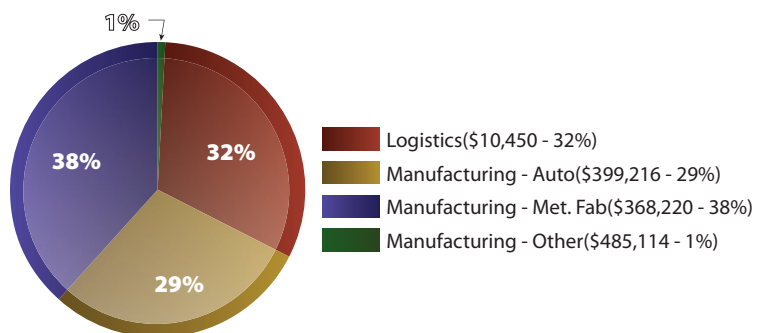
Total employment within the region for 2006 was 132,718, with 28.8 percent of the total in the manufacturing sector. The average annual wage for the region was \$29,343, which is 20.5 percent less than the statewide annual average of \$36,895.

In 2006, TAG awards increased by \$432,380 over the previous year. Strategic efforts to target small businesses have resulted in an increase of 18.9 percent in awards to small businesses with 100 or less employees compared to 2005. The challenge for next year is to continue this strategic focus as approximately 97 percent of the regional employment is with companies that have 100 or less employees.

## TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	33.3%	0.0%
101 - 249	0.0%	42.9%
250 - 499	0.0%	28.6%
500 - 999	66.7%	28.6%
1000 or more	0.0%	0.0%
<b>Total</b>	<b>100.0%</b>	<b>100%</b>

## TAG Awards by Industry





### Region 9 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Bartholomew	5	4	\$609,435	\$382,682	210	174
Decatur	1	1	\$199,899	\$57,611	198	67
Jackson	3	3	\$398,515	\$281,208	158	345
Jefferson	1	1	\$8,470	\$42,356	5	721
Jennings	2	2	\$40,921	\$66,763	16	162
Ripley	1	0	\$5,760	\$0	4	0
<b>Totals</b>	<b>13</b>	<b>11</b>	<b>\$1,263,000</b>	<b>\$830,620</b>	<b>591</b>	<b>1469</b>

### Region 10:

For program year 2006, the number of jobs within the region increased by 1,026. The manufacturing sector is the largest employer in the region with approximately 20 percent of the total industry employment. The average annual wage for the region is \$31,190, which is 15.5 percent less than the statewide annual average of \$36,895.

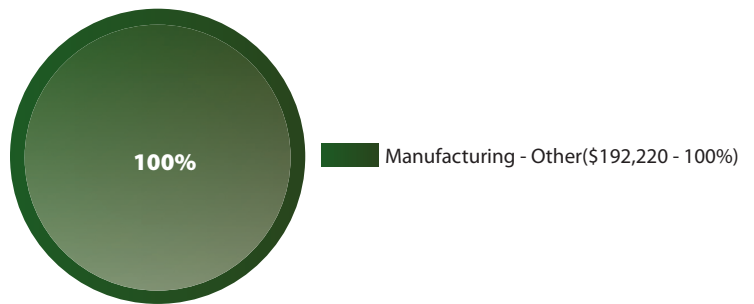
In 2006, only one TAG was awarded to the region for \$192,220. This is a decrease of \$673,897 or 71.5 percent in comparison to program year 2005. The challenges for next year include:

- Increasing the amount of TAG dollars award to the region
- Diversifying the industries that receive training funds
- Focusing on employers that have 100 or less employees

### TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	0.0%	0.0%
101 - 249	0.0%	37.5%
250 - 499	0.0%	50.0%
500 - 999	100.0%	12.5%
1000 or more	0.0%	0.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

TAG Awards by Industry



### Region 10 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Clark	1	3	\$192,220	\$335,265	280	229
Crawford	0	1	\$0	\$89,829	0	60
Floyd	0	2	\$0	\$305,123	0	125
Scott	0	2	\$0	\$135,900	0	25
<b>Totals</b>	<b>1</b>	<b>8</b>	<b>\$192,220</b>	<b>\$866,117</b>	<b>280</b>	<b>439</b>

## Region 11:

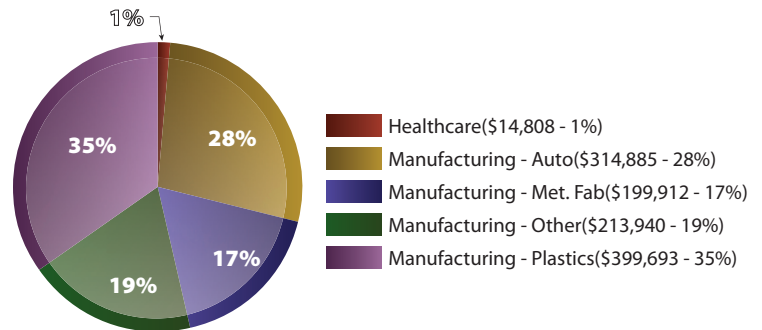
In 2006, there were 208,782 jobs in EGR 11. Total employment increased with the addition of 2,632 jobs between 2004 and 2006. Manufacturing dominates the region in terms of percentage of total employment, representing 21.5 percent of the total employment or 44,941 jobs in 2006.

In 2006, region 11 sought to focus its training efforts on the small business community, and TAG grants awarded in the region represented 37.5 percent of the total. This represents a 29.8 percent increase compared to 2004.

### TAG Awards by Employer Size

Employees	Percent of Regional Grants 2006	Percent of Regional Grants 2005
100 or Less	37.5%	26.7%
101 - 249	0.0%	6.7%
250 - 499	12.5%	6.7%
500 - 999	12.5%	20.0%
1000 or more	37.5%	40.0%
<b>Total</b>	<b>100.0%</b>	<b>100%</b>

### TAG Awards by Industry



### Region 11 TAG Awards by County

County	Grants 2006	Grants 2005	Funds Awarded 2006	Funds Awarded 2005	Number of Trainees 2006	Number of Trainees 2005
Dubois	1	2	\$197,133	\$188,443	145	139
Gibson	0	1	\$0	\$50,979	0	25
Knox	0	1	\$0	\$36,284	0	100
Perry	1	1	\$117,772	\$94,975	134	160
Posey	2	2	\$399,213	\$194,154	190	133
Spencer	0	1	\$0	\$100,775	0	66
Vanderburgh	3	6	\$228,728	\$425,849	376	187
Warrick	1	1	\$199,912	\$170,556	57	410
<b>Totals</b>	<b>8</b>	<b>15</b>	<b>\$1,142,758</b>	<b>\$1,262,015</b>	<b>902</b>	<b>1220</b>

# Workforce Investment Act

## Program Overview

The federal Workforce Investment Act (WIA) offers a comprehensive range of workforce development activities through statewide and local organizations. Available workforce development activities provided in local communities can benefit job seekers, laid off workers, youth, incumbent workers, new entrants to the workforce, veterans, persons with disabilities, and employers.

The purpose of these activities is to promote an increase in the employment, job retention, earnings, and occupational skills improvement by participants. This, in turn, improves the quality of the workforce, reduces welfare dependency, and improves the productivity and competitiveness of the nation.

Training and educational services are available to adults and dislocated workers who meet WIA-eligibility requirements. A youth program specifically designed to address the needs of individuals under 21 years of age is also offered. Assistance with a variety of training opportunities is available through each of these programs, including:

- Adult Education and literacy
- Job Readiness Training
- Occupation Specific Training
- Work Experience and Job Internships
- Skills Upgrading such as math, reading, computer
- On-the-job Training in an employer's work environment
- Short-term prevocational training
- Scholarship/Tuition Assistance

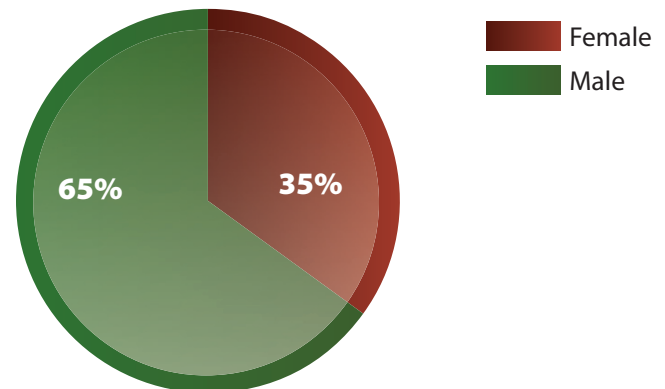
In order to track performance, the two workforce investment boards in Indiana, which administer the funds, are held to performance standards that include:

- Increasing the employment, retention and earnings of participants;
- Increasing the occupational skill attainment by participants;
- Increasing employment; and
- Customer satisfaction.

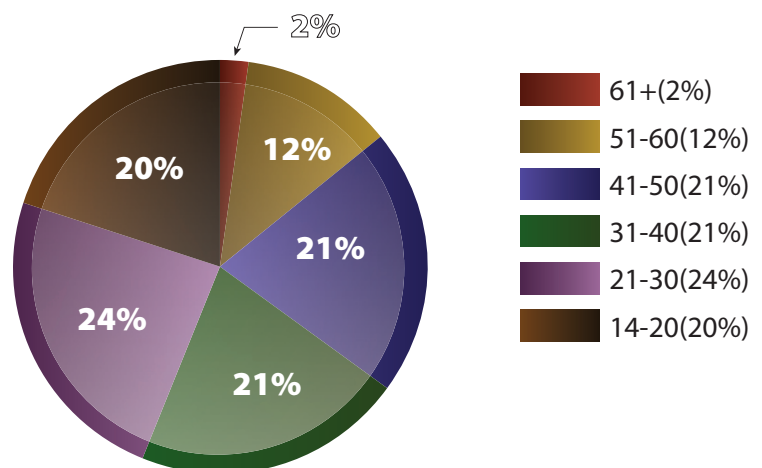
WIA specifies that most services for adults and dislocated workers be provided through One Stop Career Centers, known in Indiana as WorkOne Centers.

## Analyzing the Statistics

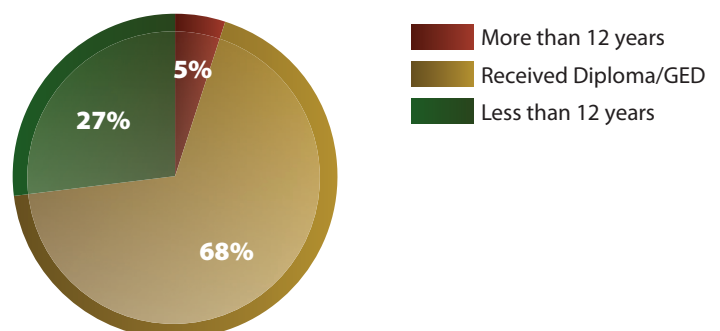
### Statewide Participation by Gender



### Statewide Participation by Age



### Statewide Participation by Education Level



# Workforce Literacy

## Program Overview

Ten pilot sites were selected for a 21st Century Workplace Skills demonstration program that seeks to improve entry level workers basic workplace skills and explore the viability and effectiveness of various models of workplace basic skills education. The pilot sites were awarded \$1,492,290. The majority of the funds were from a Federal Incentive Award. Four of the awards were located in the manufacturing sector, with four others in the healthcare industry. The two remaining awards were allocated to projects in hospitality and logistics/distribution.

This is an employer-focused initiative, in that projects are driven by employers' specific needs for basic workplace skill education. It focuses sharply on workplace basic skills, which are the foundational academic and employability skills required for success in the modern workplace and include basic reading, math, communication, problem solving, critical thinking, and computer literacy skills. The education is contextualized to the specific workplace, i.e. educational providers develop a curriculum that includes specific terminology, materials, and applications from the company hosting the education. It also includes IC3 certification, which is an internationally recognized digital literacy certification.

## Regional Perspective

### Region 1:

Workforce Literacy investment of \$202,500 with the Center of Workforce Innovation/Ports of Indiana focused on upgrading the skill levels of 19 workers in communication, problem-solving, critical thinking, reading, math and digital literacy within the transportation/distribution/logistics and manufacturing industries at the Ports of Indiana.

### Region 2:

Workforce Literacy investment of \$208,650 with Ivy Tech South Bend focused on upgrading the skill levels of 154 workers in communication, problem-solving, critical thinking, reading, math and digital literacy within manufacturing and transportation industries.

**Workforce Literacy :: 24**

### Region 3:

Workforce Literacy investment of \$44,844 with Steuben County Literacy Coalition/Salga Manufacturing focused on upgrading the skill levels of 31 workers in ESL, communication, problem-solving, critical thinking, reading, math and digital literacy within the plastics manufacturing industry.

### Region 5:

Workforce Literacy investment of \$351,392 with Clarian Health, St. Francis, the Center for Mental Health and Wishard Hospitals (through Vincennes University) focused on upgrading the skill levels of 119 workers in communication, problem-solving, critical thinking, reading, math and digital literacy within the health care and mental health industries.

### Region 8:

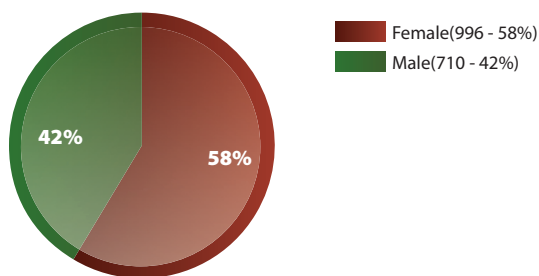
Workforce Literacy investment of \$441,450 with Ivy Tech/Benchmark Hospitality and Boston Scientific and Cook Urological through the Indiana Health Industry Forum. The grants are focused on upgrading the skill levels of 927 workers in communication, problem-solving, critical thinking, reading, math and digital literacy within the travel and tourism industry and 252 in health devices manufacturing.

### Region 9:

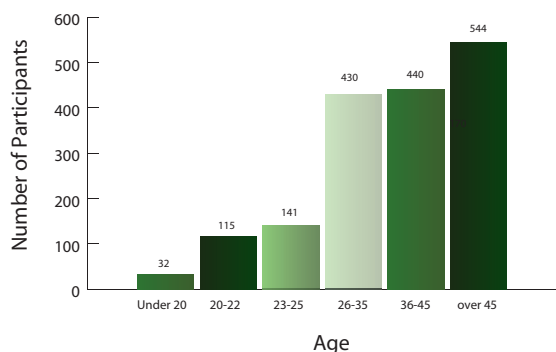
Workforce Literacy investment of \$243,454 with Hill Rom (through the Indiana Health Industry Forum) and Aisin Manufacturing (through Vincennes University) focused on upgrading the skill levels of 222 workers in communication, problem-solving, critical thinking, reading, math and digital literacy within the health devices manufacturing industry and 13 in the automotive parts manufacturing industry.



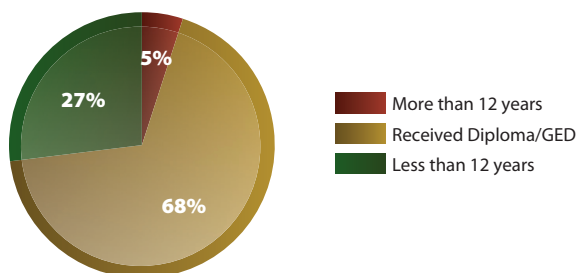
## Statewide Participation by Gender



## Statewide Participation by Age



## Statewide Participation by Education Level



## Workforce Literacy Program Summary

Region	Trainees	Industry	Dollars Awarded
1	19	transportation/ distribution/ logistics and manufacturing	\$ 202,500
2	154	manufacturing and transportation industries	\$ 208,650
3	31	manufacturing (plastics)	\$ 44,844
5	87	health care	\$ 298,465
	32	mental health care	\$ 52,927
8	927	travel and tourism	\$ 200,000
	252	manufacturing (health devices)	\$ 241,450
9	235	manufacturing (health devices and automotive parts)	\$ 243,454
<b>TOTAL</b>	<b>1737</b>		<b>\$1,492,290</b>

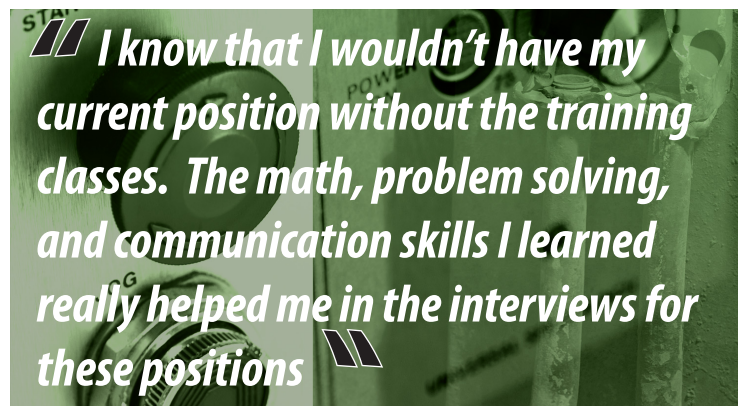
## Testimonial *Meet Hollie Martinez*

Hollie Martinez, married and a mother of five, recently participated in the state's Workforce Literacy training initiative.

A graduate of Seymour High School, Hollie works for Aisin USA in Seymour, a supplier of manual and power seats installed in Toyota vehicles manufactured in Indiana and Kentucky. She oversees 28 full- and part-time assemblers and two team leaders in the Manual Seat Assembly line at Aisin.

Hollie completed the workforce literacy training in January of 2007, and since then, has earned two promotions, to Team Leader and Advisor. In addition to her increased responsibilities, her earnings have increased approximately 20 percent. Prior to training, she had unsuccessfully applied one time for a promotion.

"I know that I wouldn't have my current position without this training" she says. "The math, problem-solving, and communication skills really helped me in the interviews for these positions, where people expect



you to speak effectively about what's going on in your department: rates, percentages, ideas for continuous improvement. Of course, I use these same skills everyday directing 28 assemblers and two team leaders," Martinez said.

"Getting Keith (vice president of operations) and other managers to visit the classes and hear our continuous improvement investigations made a really big difference to me. In class, I realized that I could make presentations to management and ask questions directly. That's mostly what I do in my current position, now, plus working on the computer preparing reports and presentations and documents for the team leads," Martinez said. "I also realized how important it is to management that production people continuously grow and develop themselves," Martinez said. "This kind of training can really help every company, statewide," she said.

"In high school, I'd always sit in the back row. I was shy in class, and I never participated. And I hated reading anything. But in these classes, I never felt stupid when I had to answer a question. I learned there are initially no wrong answers, and it's OK to play with information and people's points of view. My confidence as a learner and as an employee really increased. I learned that the company really wants my information and ideas; I learned that learning can really be fun," Martinez said.

### ***Incumbent Worker Training Retention and Earning Replacement Rates***

Earning replacement rates (ERR) and retention rates are two of the measurements used to gauge the long-term benefits of incumbent worker training programs. These two rates are calculated using total quarterly earnings that employers have submitted to the Indiana Department of Workforce Development's (DWD) Unemployment Insurance division. Wages may be from more than one employer and will include overtime. Wages earned in another state will lower the retention rate because those wages are not submitted to DWD.

The ERR is a measurement of wage gain. It is calculated by dividing the average quarterly wage for the fourth quarter after training by the average quarterly wage when entering training. An ERR above 100% indicates a wage gain. The ERR for PY 05 (July 1, 2005 to June 30, 2006) was 110% and is slightly higher the previous year's ERR of 107%.

The retention rate is determined by dividing the number of workers with wages during the fourth quarter after training by the number of workers who enrolled in training. The retention rate for projects that closed during PY 05 was 86%, slightly less than the previous year.

The table below illustrates the ERR and retention rates starting with projects that ended in PY 05 through PY 99, the first program year that these measures were calculated.

On the following pages are ERR and retention rates for all incumbent worker training projects that ended in PY 05. Incumbent worker training programs in this section include the following training programs:

Advance Indiana (ADVI)  
Gain Education and Training (GET)  
Incumbent Worker Training Fund (IWTF)  
Regional Skills Alliance (RSA)  
Training Acceleration Grant (TAG)

<b>ERR</b>		
<b>Program Year Comparison</b>	<b>ERR</b>	<b>Retention Rate</b>
<b>PY 05</b>	<b>110%</b>	<b>86%</b>
<b>PY 04</b>	<b>107%</b>	<b>90%</b>
<b>PY 03</b>	<b>105%</b>	<b>91%</b>
<b>PY 02</b>	<b>107%</b>	<b>95%</b>
<b>PY 01</b>	<b>103%</b>	<b>91%</b>
<b>PY 00</b>	<b>111%</b>	<b>94%</b>
<b>PY 99</b>	<b>112%</b>	<b>92%</b>

# Earning Replacement Rates (ERR) & Retention Rates

PY05 Closed-out Grants

	Program	Grant Number	Project	City	ERR (%)	Retention (%)
1	IWT	IWT-5-68-B2	Aisin USA Manufacturing, Inc.	Vincennes	100%	97%
2	IWT	IWT-4f-102-B2	Allied Specialty Precision, Inc.	Mishawaka	84%	100%
3	IWT	IWT-5-8-102-b2	Allison Transmission Div GMC - GM Powertrain	Indianapolis	100%	86%
4	IWT	IWT-4d-102-B5	Aluminum Manufacturing Training Coalition	Fort Wayne	104%	100%
5	IWT	IWT-3-160	AMG Engineering	Indianapolis	105%	95%
6	IWT	IWT-2-136	Applied Extrusion Technologies, Inc.	Terre Haute	109%	100%
7	IWT	IWT-5-10-102-b2	Atmosphere Annealing	North Vernon	123%	100%
8	IWT	IWT-4e-102-B2	Avery Dennison	Greenfield	96%	100%
9	IWT	IWT-3-185	BF GoodrichTire Manufacturing	Woodburn	106%	78%
10	TAG	TAG-5BT-102	Building Trades	Statewide	185%	100%
11	IWT	IWT-2-115	Carr Metal Products - EPPC	Indianapolis	94%	87%
12	IWT	IWT-4c-102-B6	Caterpillar Large Engine Center	Lafayette	100%	100%
13	IWT	IWT-4-260	Chester, Inc.	Valparaiso	104%	100%
14	IWT	IWT 3-189	Clarke Engineering Services, Inc.	Fishers	138%	100%
15	IWT	IWT-3-122	Cooper Standard Automotive	Auburn	118%	94%
16	ADVI	ADVI-3-169	Crown ESA, Inc.	Portage	110%	100%
17	IWT	IVTC-4f-102-B6	Daimler Chrysler	Kokomo	92%	99%
18	GET	PIW-2-468	DaimlerChrysler Foundry	Indianapolis	67%	92%
19	IWT	IWT-4-261	Dans Body Shop Inc.	Delphi	#DIV/0!	#DIV/0!
20	IWT	IWT-5-5-102-b3	Delphi Delco Electronics Systems	Kokomo	141%	100%
21	IWT	IWT-3-165	Dover Diversified (Cook Airtomic)	Jeffersonville	122%	91%
22	IWT	IWT-4-157	Educational Trust Fund -- Plumbers and Pipefitters UA Local 157	Terre Haute	163%	88%
23	IWT	IWT-4-222	Envirotest Systems	Merrillville	108%	100%
24	IWT	IWT-4-225	ESCO Communications, Inc	Indianapolis	99%	100%
25	IWT	IWT-4-223	Express Manufacturing II	Carmel	0%	0%
26	IWT	IWT-3-163	Flexcel Jasper	Jasper	95%	100%
27	IWT	IWT-4a-102-B10	Fort Wayne Newspapers	Fort Wayne	96%	100%
28	IWT	IWT-3-159	G & T Industries	Jasper	106%	91%
29	GET	PIW-2-467	GECOM, Inc.	Greensburg	132%	95%
30	IWT	IVTC-4d-102-B4	General Mills Corporation (Pillsbury)	New Albany	109%	100%
31	IWT	IWT-5-8-102-b3	General Motors MFD	Indianapolis	81%	75%
32	ADVI	ADVI-4-137	Grant County Economic Growth Council	Marion	0%	0%
33	IWT	IWT-5-7-102-B1	Great Dane Limited Partnership- Brazil	Brazil	103%	98%
34	IWT	IWT-3-186	Guardian Automotive Products	Ligonier	104%	98%
35	IWT	IWT-5-6a-102-b2	Guide Corporation	Anderson		
36	IWT	IWT-5-5-102-B2	Haynes International Inc.	Kokomo	107%	100%

**PY05 Closed-out Grants**

	Program	Grant Number	Project	City	ERR (%)	Retention (%)
37	IWT	IWT-5-5-102-B2	Haynes International Inc.	Kokomo	107%	100%
38	ADVI	ADVI-4-228	Howard Regional Health System	Kokomo	111%	88%
39	ADVI	ADVI-3-102	Indiana Health Care and Rehab	South Bend	428%	100%
40	IWT	IWT-5-279	IR Von Duprin	Indianapolis	108%	95%
41	IWT	IWT-5-101-B2	Jasper Engine	Leavenworth	104%	52%
42	IWT	IWT-5-12-102-B1	Jasper Engine	Jasper	115%	4%
43	IWT	IWT-5-13a-102-B1	Jeffboat LLC	Jeffersonville	202%	55%
44	IWT	IVTC-4h-102-B1	Knauf Insulation	Shelbyville	103%	100%
45	IWT	IWT-5-2a-102-B1	Lock Joint Tube LLC	South Bend	145%	100%
46	TAG	TAG-5-10-102-B3	M & S Precision Machining Inc	Greensburg	84%	100%
47	TAG	TAG-5-10-102-B1	M. C. Aluminum America, Inc.	Columbus	90%	100%
48	IWT	IVTC-4f-102-B4	Magnetech Industrial Services	South Bend	242%	100%
49	IWT	IWT-3e-102	MAPP\Plastics Manufacturing Alliance	Bloomington	99%	82%
50	IWT	IWT-5-5-102-B1	Matthew-Warren, Inc.	Cass	86%	100%
51	IWT	IWT-5-6-102-B2	MFD Marion	Marion	102%	95%
52	IWT	IWT-5-13-102	MKM Machine Tool Co., Inc.	Jeffersonville	120%	100%
53	TAG	TAG-5-307	New Castle E-Coating Plus, LLC	New Castle	106%	100%
54	IWT	IWT-3-174	NIBCO, Inc.	Goshen	98%	98%
55	IWT	IWT-3-146	Northern Indiana Workforce Investment Board	South Bend	99%	85%
56	IWT	IWT-3-155	NTN Driveshaft	Columbus	103%	100%
57	IWT	IWT-5-6a-102-b4	Owens-Illinois, Inc.	Lapel	143%	100%
58	TAG	TAG-5-304	Packaging Corporation of America	Gas City	93%	80%
59	IWT	IWT-3-167	Pearson Education	Indianapolis	121%	100%
60	IWT	IWT-5-2-102-B1	Plastics Solutions, Inc	South Bend	91%	100%
61	IWT	IWT-3-180	Porter Engineered Systems, Inc.	Westfield	101%	90%
62	IWT	IWT-5-6a-102-b3	Red Gold, Inc.	Elwood	84%	100%
63	IWT	IWT-5-8-102-b1	Rolls-Royce	Indianapolis	120%	94%
64	IWT	IWT-3-172	Ryobi Diecasting (USA), Inc.	Shelbyville	113%	100%
65	IWT	IWT-3-177	Scott County Partnership	Scottsburg	94%	82%
66	IWT	IWT-4-252	Signal Learning	Mishawaka	105%	100%
67	IWT	IWT-5-10-102-b1	Sonoco	Edinburgh	114%	100%
68	RSA	RSA-3-13	Southeastern Indiana Workforce Investment Board	Madison	188%	92%



**PY05 Closed-out Grants**

	<b>Program</b>	<b>Grant Number</b>	<b>Project</b>	<b>City</b>	<b>ERR (%)</b>	<b>Retention (%)</b>
69	RSA	RSA-4-85	Southern Seven Workforce Investment Board	New Albany	157%	91%
70	ADVI	ADVI-4-16	Southwestern Indiana Workforce Investment Board	Evansville	123%	100%
71	IWT	IWT-4-244	Spectrum Container Inc.	Evansville	171%	64%
72	ADVI	ADVI-4-242	St. Joseph Hospital	Kokomo	46%	39%
73	TAG	TAG-5-287	Stant Manufacturing Inc	Connersville	85%	100%
74	IWT	IWT-3-181	Styline/OFS	Huntingburg	93%	85%
75	RSA	RSA-4-76	The Center of Workforce Innovations, Inc.	Valparaiso	95%	100%
76	ADVI	ADVI-3-151	The Trane Company	Indianapolis	120%	94%
77	TAG	TAG5-12-102-B3	ThyssenKrupp	Tell City	100%	100%
78	IWT	IWT-4-226	Twoson Tool	Muncie	106%	100%
79	IWT	IWT-3-184	Universal Music Group	Fishers	131%	100%
80	IWT	IWT-5-6a-102-b1	Weaver Popcorn	Van Buren	134%	100%
81	TAG	TAG5-12-102-B4	Whirlpool Corporation-Evansville Division	Evansville	79%	86%

# Appendix D

## Workforce Investment Act

### Workforce Investment Act

#### PROGRAM YEAR 2006 SUMMARY OF LOCAL PERFORMANCE

##### Statewide

	<i>Participants Served</i>	<i>Total Available Funding **</i>	<i>Total Expenditures</i>
Adults	31,158	\$16,099,002	\$14,617,820
Dislocated Workers	3,881	\$15,290,583	\$10,965,399
Older Youth 19 - 21	1,658	\$19,258,714	\$12,632,765
Younger Youth 14 - 18	2,304		
Totals	39,001	\$50,648,299	\$38,215,984
WIA Rapid Response Grants *	1080	\$11,416,531	\$3,214,619

### Demographics

		Adults	Dislocated Workers	Youth
<i>Age Distribution</i>	14 - 20	1,435	19	3,519
	21 - 25	2,699	181	443
	26 - 30	2,314	327	0
	31 - 35	2,053	479	0
	36 - 40	1,931	588	0
	41 - 45	1,963	689	0
	46 - 50	1,726	682	0
	51 - 55	1,215	527	0
	56 - 60	786	321	0
	61 +	347	64	0
	Not collected	14,689	4	0
<i>Education</i>	Less than 12 years	605	187	2,796
	Received Diploma/GED	4,839	3,439	860
	More than 12 years	327	107	264
	Not collected	25,387	148	42
<i>Gender</i>	Male	22,321	1,565	1,389
	Female	8,837	2,316	2,573

## WIA Performance Measure Results

<b>Entered Employment Rate</b>	Adults	86.8
	Dislocated Workers	89.9
	Older Youth (19-21)	79.6
<b>Retention Rate</b>	Adults	84.9
	Dislocated Workers	92.3
	Older Youth (19-21)	87.5
	Younger Youth (14-18)	72.6
<b>Average Earnings</b>	Adults	\$10,461
	Dislocated Workers	\$13,652
	Older Youth (19-21)	\$2,767
<b>Six Months Earnings Increase</b>	Adults	73.0
	Dislocated Workers	69.7
	Older Youth (19-21)	51.6
<b>Credential/ Diploma Rate</b>	Younger Youth (14-18)	64.4
	Younger Youth (14-18)	74.5
	Younger Youth (14-18)	74.5
<b>Skill Attainment Rate</b>	Younger Youth (14-18)	74.5
	Younger Youth (14-18)	74.5
	Younger Youth (14-18)	74.5
<b>Placement in Employment / Education Rate</b>	Youth (14-21)	71.9
	Youth (14-21)	71.9
	Youth (14-21)	71.9
<b>Attain Degree/ Credential Rate</b>	Youth (14-21)	62.8
	Youth (14-21)	62.8
	Youth (14-21)	62.8
<b>Literacy / Numeracy Gains</b>	Youth (14-21)	N/A
	Youth (14-21)	N/A
	Youth (14-21)	N/A

\*Funds used to provide training services for large scale dislocations. The participants served included in Totals.

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants. funds available.

Includes administrative 10% and carry-in

## Workforce Investment Act

### PROGRAM YEAR 2006 SUMMARY OF LOCAL PERFORMANCE

### STATE WORKFORCE INNOVATION COUNCIL

### AS THE BALANCE OF STATE WORKFORCE INVESTMENT BOARD

	Participants Served	Total Available Funding **	Total Expenditures
Adults	28,524	\$11,546,578	\$10,382,324
Dislocated Workers	3,566	\$11,274,718	\$9,194,523
Older Youth 19 - 21	1,326	\$15,692,546	\$10,249,923
Younger Youth 14 - 18	2,087		
Totals	35,503	\$38,513,842	\$29,826,770
WIA Rapid Response Grants *	1080	\$11,416,531	\$3,214,619

## Demographics

		Adults	Dislocated Workers	Youth
<b>Age Distribution</b>	14 - 20	1,333	18	3,083
	21 - 25	2,386	168	330
	26 - 30	1,979	298	
	31 - 35	1,724	432	
	36 - 40	1,659	538	
	41 - 45	1,655	632	
	46 - 50	1,454	636	
	51 - 55	1,043	488	
	56 - 60	679	293	
	61 +	323	59	
	Not collected	14,289	4	
<b>Education</b>	Less than 12 years	553	179	2,436
	Received Diploma/GED	3,865	3,148	719
	More than 12 years	278	100	230
	Not collected	23,828	139	28
<b>Gender</b>	Male	20,625	1,409	1,230
	Female	7,899	2,157	2,183

## WIA Performance Measure Results

<b>Entered Employment Rate</b>	Adults	86.8
	Dislocated Workers	90.1
	Older Youth (19-21)	81.2
<b>Retention Rate</b>	Adults	85.6
	Dislocated Workers	92.6
	Older Youth (19-21)	86.6
	Younger Youth (14-18)	72.6
<b>Average Earnings</b>	Adults	\$10,401
	Dislocated Workers	\$13,449
	Older Youth (19-21)	\$2,890
<b>Six Months Earnings Increase</b>	Adults	72.3
	Dislocated Workers	70.4
	Older Youth (19-21)	53.8
	Younger Youth (14-18)	62.5
	Younger Youth (14-18)	72.6
<b>Skill Attainment Rate</b>	Adults	72.3
	Dislocated Workers	70.4
	Older Youth (19-21)	53.8
	Younger Youth (14-18)	62.5
<b>Placement in Employment / Education Rate</b>	Younger Youth (14-18)	72.6
	Youth (14-21)	71.3
<b>Attain Degree/ Credential Rate</b>	Youth (14-21)	61.4
<b>Literacy / Numeracy Gains</b>	Youth (14-21)	N/A

\*Funds used to provide training services for large scale dislocations. The participants served included in Totals.

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants.  
Includes administrative 10% and carry-in funds available.



# Workforce Investment Act

## PROGRAM YEAR 2006 SUMMARY OF LOCAL PERFORMANCE

### WORKFORCE INVESTMENT BOARD FOR MARION COUNTY

	Participants Served	Total Available Funding **	Total Expenditures
Adults	2,634	\$4,552,424	\$4,235,496
Dislocated Workers	315	\$4,015,865	\$1,770,876
Older Youth 19 - 21	332	\$3,566,168	\$2,382,842
Younger Youth 14 - 18	217		
Totals	3,498	\$12,134,457	\$8,389,214
WIA Rapid Response Grants *	1080	\$11,416,531	\$3,214,619

## Demographics

		Adults	Dislocated Workers	Youth
<b>Age Distribution</b>	14 - 20	102	1	436
	21 - 25	313	13	113
	26 - 30	335	29	
	31 - 35	329	47	
	36 - 40	272	50	
	41 - 45	308	57	
	46 - 50	272	46	
	51 - 55	172	39	
	56 - 60	107	28	
	61 +	24	5	
	Not collected	400	0	
<b>Education</b>	Less than 12 years	52	8	360
	Received Diploma/GED	974	291	141
	More than 12 years	49	7	34
	Not collected	1,559	9	14
<b>Gender</b>	Male	1,696	156	159
	Female	938	159	390

## WIA Performance Measure Results

<b>Entered Employment Rate</b>	Adults	86.8
	Dislocated Workers	89.0
	Older Youth (19-21)	75.6
<b>Retention Rate</b>	Adults	79.0
	Dislocated Workers	88.0
	Older Youth (19-21)	89.8
	Younger Youth (14-18)	72.8
<b>Average Earnings</b>	Adults	\$11,006
	Dislocated Workers	\$13,722
<b>Six Months Earnings Increase</b>	Older Youth (19-21)	\$2,460
<b>Credential/ Diploma Rate</b>	Adults	77.8
	Dislocated Workers	63.4
	Older Youth (19-21)	45.9
	Younger Youth (14-18)	72.9
<b>Skill Attainment Rate</b>	Younger Youth (14-18)	82.8
<b>Placement in Employment / Education Rate</b>	Youth (14-21)	73.8
<b>Attain Degree/ Credential Rate</b>	Youth (14-21)	69.0
<b>Literacy / Numeracy Gains</b>	Youth (14-21)	N/A

\*\*The amounts mandated by WIA to formula allocate to each WIB for services to participants.  
Includes administrative 10% and carry-in funds available.

# Appendix E

## Workforce Literacy

### Center of Workforce Innovations/Ports of Indiana

Industry: Transportation/Distribution/Logistics and Manufacturing

Grant Number WL-5-76

City: Valparaiso/Indianapolis

County: Porter/Marion

Indiana Economic Growth Region: 01

### Grant Information

Start Date: 5.22.07 Total Enrolled: 19 DWD Award: \$ 202,500.

End Date: 9.30.07 Expenditures: \$ 192,500.

Planned Trainees: 42 Balance: \$ 10,000.

### Credentials

Completed Credentials: 11 21st Century and 14 IC3 Certifications

### Training Demographics

#### Gender

Male 19

Female 00

#### Age

16 to 25 0 46 and Older 04

26 to 35 11

36 to 45 02

Not Reported: 02

#### Education

Below 12 06

Diploma or GED: 09

Higher than 12: 03

Not Reported: 00

#### Ethnicity

White 13 American Indian: 00

Black: 00 Asian: 00

Hispanic: 06 Other: 00

Not Reported: 04

### Training Providers

#### Name

#### Street Address

#### City

#### State

#### Zip

Ivy Tech—Gary

1440 E. 35th Avenue

Gary

IN

46409

## Ivy Tech—South Bend

Industry: Manufacturing and Transportation

Grant Number WL-5-62

City : South Bend

County: St. Joseph

Indiana Economic Growth Region 02

### Grant Information

Start Date 5.22.07 Total Enrolled: 146 DWD Award: \$208,650.

End Date: 6.30.07 Expenditures: \$123,789.

Planned Trainees: 154 Balance: \$105,721.

### Credentials

Completed Credentials:

### Training Demographics

#### Gender

Male 113

Female 33

#### Age

16 to 25 25 46 and Older 36

26 to 35 35

36 to 45 45

Not Reported: 05

#### Education

Below 12 55

Dip loma or GED: 371

Higher than 12: 493

Not Reported:

#### Ethnicity

White 133 American Indian : 02

Black: 02 Asian: 01

Hispanic: 26 Other: 02

Not Reported: 00

### Training Providers

#### Name

#### Street Address

#### City

#### State

#### Zip

Ivy Tech - South Bend

220 Dean Johnson Blvd

South Bend

IN

46601



## Steuben County Literacy Coalition

Industry: Plastic Manufacturing

Grant Number WL-5-345

City : Angola

County: Steuben

Indiana Economic Growth Region 03

### Grant Information

Start Date	5.22.07	Total Enrolled:	31	DWD Award:	\$44,884
End Date:	9.30.07			Expenditures:	\$44,287.
Planned Trainees:	31			Balance:	\$597.

### Credentials

Completed Credentials: None

### Training Demographics

Gender		Age			
Male	21	16 to 25	07	46 and Older	02
Female	10	26 to 35	16		
		36 to 45	05		
				Not Reported:	01
Education		Ethnicity			
Below 12	06	White	01	American Indian :	00
Diploma or GED:	02	Black:	00	Asian:	00
Higher than 12:	03	Hispanic:	61	Other:	00
Not Reported:	10			Not Reported:	00

### Training Providers

Name	Street Address	City	State	Zip
Steuben County Literacy Coalition	1355 S. Old 27	Angola	IN	46703

## Clarion Heath

Industry: Health Care

Grant Number WL-5-239 City Indianapolis County Marion

Indiana Economic Growth Region 05

### Grant Information

Start Date 05.22.07 Total Enrolled: 66 DWD Award: \$202,700.

End Date: 09.30.07 Expenditures: \$200,000.

Planned Trainees: 119 Balance: 2,700.

### Credentials

Completed Credentials: None

### Training Demographics

#### Gender

Male 09 16 to 25 05 46 and Older 29

Female 56 26 to 35 12

36 to 45 20

Not Reported: 00

#### Education

Below 12 06 White 19 American Indian: 00

Dip lo ma or GED: 27 Black: 45 Asian: 00

Higher than 12: 33 Hispanic: 50 Other: 00

Not Reported: 00 Not Reported: 00

#### Ethnicity

### Training Providers

#### Name

#### Street Address

#### City

#### State

#### Zip

Ivy Tech—Indianapolis 1 West 26th Street Indianapolis IN 46208

## Hill Rom-(Indiana Health Industry Forum )

Industry: Travel/Tourism/Health Devices Manufacturing

Grant Number WL 5-209

City: Batesville

County: Ripley

Indiana Economic Growth Region 09

### Grant Information

Start Date 05.22.07 Total Enrolled: 222 DWD Award: \$197,550.

End Date: 09.30.07 Expenditures: \$192,000.

Planned Trainees: 327 Balance: \$5,550.

### Credentials

Completed Credentials: 139 21st Century Skills Certificates & 53 IC3 Certificates

### Training Demographics

#### Gender

Male	94	16 to 25	07	46 and Older	103
Female	114	26 to 35	52		
		36 to 45	58		
				Not Reported:	02

#### Education

Below 12	03	White	217	American Indian:	09
Dip lo ma or GED:	160	Black:	00	Asian:	02
Higher than 12:	59	Hispanic:	03	Other:	00
Not Reported:	00			Not Reported:	00

#### Ethnicity

### Training Providers

#### Name

#### Street Address

#### City

#### State

#### Zip

Briljent, LLC	1060 N. Capitol Ave, Ste. E-350	Indianapolis	IN	46204
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## Cook Urological -(Indiana Health Industry Forum)

Industry: Health Devices Manufacturing

Grant Number WL 5-209 City : Spencer County: Owen

Indiana Economic Growth Region 08

### Grant Information

Start Date	5.22.07	Total Enrolled:	99	DWD Award:	\$68,850.
End Date:	9.30.07			Expenditures:	\$65,200.
Planned Trainees:	152			Balance:	\$2,650.

### Credentials

Completed Credentials: 34 21st Century Skills Certificates & 17 IC3 Certificates

### Training Demographics

Gender		Age			
Male	21	16 to 25	23	46 and Older	28
Female	77	26 to 35	29		
		36 to 45	18		
				Not Reported:	01
Education		Ethnicity			
Below 12	00	White	97	American Indian :	03
Diploma or GED:	65	Black:	01	Asian:	01
Higher than 12:	34	Hispanic:	01	Other:	01
Not Reported:	65			Not Reported:	00

### Training Providers

Name	Street Address	City	State	Zip
Briljent, LLC	1060 N. Capitol Ave, Ste. E-350	Indianapolis	IN	46204

## Boston Scientific -(Indiana Health Industry Forum)

Industry: Health Devices Manufacturing

Grant Number WL 5-209

City : Spencer

County: Owen

Indiana Economic Growth Region 08

### Grant Information

Start Date 5.22.07 Total Enrolled: 153 DWD Award: \$153,650

End Date: 9.30.07 Expenditures: \$150,000.

Planned Trainees: 250 Balance: \$3,650.

### Credentials

Completed Credentials: 73 21st Century Skills Certificates & 27 IC3 Certificates

### Training Demographics

#### Gender

Male	35	16 to 25	17	46 and Older	55
Female	118	26 to 35	27		
		36 to 45	52		
				Not Reported:	02

#### Age

#### Education

Below 12	No Info Avail.	White	148	American Indian :	04
Diploma or GED:	No Info Avail.	Black:	03	Asian:	00
Higher than 12:	No Info Avail.	Hispanic:	03	Other:	00
Not Reported:				Not Reported:	00

#### Ethnicity

### Training Providers

#### Name

#### Street Address

#### City

#### State

#### Zip

Briljent, LLC	1060 N. Capitol Ave, Ste. E-350	Indianapolis	IN	46204
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## Aisin -(Vincennes University)

Industry: Manufacturing

Grant Number WL-5a-68 City : Seymour County: Jackson

Indiana Economic Growth Region: 09

## Grant Information

Start Date 05.22.07 Total Enrolled: 13 DWD Award: \$45,864.

End Date: 06.30.07 Expenditures: \$45,138.

Planned Trainees: 25 Balance: \$726.

## Credentials

Completed Credentials: None

## Training Demographics

### Gender

Male	06	16 to 25	01	46 and Older	01
Female	07	26 to 35	08		
		36 to 45	03		
				Not Reported:	00

### Age

### Education

Below 12	01	White	13	American Indian:	00
Diploma or GED:	80	Black:	00	Asian:	00
Higher than 12:	72	Hispanic:	00	Other:	00
Not Reported:				Not Reported:	00

### Ethnicity

## Training Providers

### Name

### Street Address

### City

### State

### Zip

Workplace Training Assoc., Inc.	7772 E. Bellsville Rd.	Nashville	IN	47448
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## Wishard -(Vincennes University)

Industry: Health Care

Grant Number WL-5b-68

City: Indianapolis

County: Marion

Indiana Economic Growth Region 05

### Grant Information

Start Date 05.22.07 Total Enrolled: 10 DWD Award: \$46,157.

End Date: 06.30.07 Expenditures: \$46,157.

Planned Trainees: 25 Balance: 00

### Credentials

Completed Credentials: None

### Training Demographics

#### Gender

Male 00

Female 10

#### Age

16 to 25 00 46 and Older 04

26 to 35 02

36 to 45 03

Not Reported: 01

#### Education

Below 12 00

Diploma or GED: 07

Higher than 12: 06

Not Reported:

#### Ethnicity

White 03 American Indian: 00

Black: 06 Asian: 00

Hispanic: 02 Other: 00

Not Reported: 108

### Training Providers

#### Name

#### Street Address

#### City

#### State

#### Zip

Workplace Training Assoc., Inc. 7772 E. Bellsville Rd. Nashville IN 47448

## St. Francis Hospitals

Industry: Health Care

Grant Number WL-5-344

City : Indianapolis

County: Marion

Indiana Economic Growth Region: 05

### Grant Information

Start Date	05.22.07	Total Enrolled:	11	DWD Award:	\$49,608.
End Date:	09.30.07			Expenditures:	\$49,608.
Planned Trainees:	20			Balance:	00

### Credentials

Completed Credentials: None

### Training Demographics

#### Gender

Male	01
Female	10

#### Age

16 to 25	02	46 and Older	03
26 to 35	02		
36 to 45	04		
		Not Reported:	00

#### Education

Below 12	00
Diploma or GED:	05
Higher than 12:	02
Not Reported:	04

#### Ethnicity

White	06	American Indian:	01
Black:	02	Asian:	02
Hispanic:	00	Other:	00
		Not Reported:	00

### Training Providers

#### Name

#### Street Address

#### City

#### State

#### Zip

Central Nine Career Center	1999 US 31 S	Greenwood	IN	46143
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## Benchmark Hospitality at French Lick Springs-(Ivy Tech Bloomington)

Industry: Travel/Tourism

Grant Number WL-5-341

City : French Lick

County: Orange

Indiana Economic Growth Region: 08

### Grant Information

Start Date 05.22.07 Total Enrolled: 927 DWD Award: \$200,000.

End Date: 05.22.07 Expenditures: \$164,816.

Planned Trainees: 927 Balance: \$35,184.

### Credentials

Completed Credentials: 927 5 Star Certifications

### Training Demographics

#### Gender

Male 381

Female 540

#### Age

16 to 25

46 and Older

26 to 35

36 to 45

Not Reported:

#### Education

Below 12 22

Diploma or GED: 08

Higher than 12: 01

Not Reported: 31

#### Ethnicity

White 877 American Indian: 18

Black: 21 Asian: 05

Hispanic: 36 Other: 08

Not Reported: 00

### Training Providers

#### Name

#### Street Address

#### City

#### State

#### Zip

Ivy Tech - Bloomington

200 Daniels Way

Bloomington

IN

47403

## Center for Mental Health

Industry: Health Care

Grant Number WL-5-342 City : Anderson County: Madison

Indiana Economic Growth Region 05

### Grant Information

Start Date	2.22.07	Total Enrolled:	32	DWD Award:	\$52,927.
End Date:	12.31.07			Expenditures:	\$29,171.
Planned Trainees:	36			Balance:	\$23,756.

### Credentials

Completed Credentials: None

### Training Demographics

Gender		Age			
Male	11	16 to 25	06	46 and Older	13
Female	21	26 to 35	07		
		36 to 45	06		
				Not Reported:	00
Education		Ethnicity			
Below 12	04	White	22	American Indian :	00
Diploma or GED:	71	Black:	07	Asian:	11
Higher than 12:	79	Hispanic:	02	Other:	01
Not Reported:				Not Reported:	00

### Training Providers

Name	Street Address	City	State	Zip
Ivy Tech - Muncie	4301 S. Cowan Road	Muncie	IN	47302



### **2006 Trade Adjustment Assistance/Workforce Investment Act Performance Measures** **Glossary of Terms**

#### **Average Earnings (TAA Performance Measurement)**

Of those who are employed in the first, second and third quarters after the exit quarter: [Total earnings in the second quarter plus total earnings in the third quarter after the exit quarter] divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was July 2005 through June 2006.

#### **Average Earnings (WIA Performance Measurement)**

Of those who are employed in the first, second and third quarters after the exit quarter: [Total earnings in the second quarter plus total earnings in the third quarter after the exit quarter] divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2005 through March 2006.

#### **Employment and Credential/Certificate Rate (WIA Performance Measurement)**

Of those who received training services: Number of participants who were employed in the first quarter after exit and received a credential/certificate by the end of the third quarter after exit divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was October 2005 through September 2006.

#### **Entered Employment Rate (TAA Performance Measurement)**

Of those who are not employed at the date of participation: The number of participants who are employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was July 2005 through June 2006.

#### **Entered Employment Rate (WIA Performance Measurement)**

Of those who are not employed at the date of participation:

The number of participants who are employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was October 2005 through September 2006.

#### **Employment Retention Rate (TAA Performance Measurement)**

Of those who are employed in the first quarter after the exit quarter: The number of participants who are employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was July 2005 through June 2006.

#### **Employment Retention Rate (WIA Performance Measurement)**

Of those who are employed in the first quarter after the exit quarter: The number of participants who are employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2005 through March 2006.

#### **Older Youth (19-21) Credential Rate (WIA Performance Measure)**

Number of older youth who are in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2005 to September 2006.

#### **Older Youth (19-21) Earnings Change in Six Months (WIA Performance Measure)**

Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit: Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was April 2005 through March 2006.

**Older Youth (19-21) Entered Employment Rate (WIA Performance Measure)**

Of those who are not employed at registration and who are not enrolled in post-secondary education or advanced training in the first quarter after exit: Number of older youth who have entered employment by the end of the first quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was October 2005 to September 2006.

**Older Youth Employment (19-21) Retention Rate at Six Months (WIA Performance Measure)**

Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit: Number of older youth who are employed in the third quarter after exit divided by the number of older youth who exit during the quarter. To calculate this rate, the time period used was April 2005 to March 2006.

**Program Year 2006**

The time period starting July 1, 2006 and ending June 30, 2007.

**Younger Youth (14-18) Diploma or Equivalent (WIA Performance Measurement)**

Of those younger youth who are without a diploma or equivalent at the time of participation: Number of younger youth who attained secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit). To calculate this rate, the time period used was April 2006 through March 2007.

**Younger Youth (14-18) Retention Rate (WIA Performance Measure)**

Number of younger youth found in one of the following categories in the third quarter following exit:

- post-secondary education
- advanced training (replaced with advanced training or occupational skills in PY 2006)
- employment (including military service)
- qualified apprenticeships

divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit). To calculate this rate, the time period used was April 2005 through March 2006.

**Younger Youth (14-18) Skill Attainment Rate (WIA Performance Measurement)**

Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupations skills: Total number of basic skills goals attained by younger youth plus number of work readiness goals attained by younger youth plus number of occupational skills goals attained by younger youth divided by the total number of basic skills goals plus the number of work readiness skills goals plus the number of occupational skills goals set. To calculate this rate, the time period used was April 2006 through March 2007.

**Youth (14-21) Attainment of a Degree or Certificate (WIA Performance Measure)**

Of all youth enrolled in education (at the date of participation or at any point during the program): Number of youth who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth who exit during the quarter. To calculate this rate, the time period used was October 2005 through September 2006.

